

MAY, 1959

THREEPENCE

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TRANSPORT

NEW TOWNS

WATER

ELECTRICITY

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THE OFFICIAL JOURNAL OF NALGO

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**SPECIAL
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INSIDE**

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Gas Board photo

also in this issue:

Amendments to Scarborough Conference Agenda (pages 137-141)

Salary agreement: new scales in full (page 144)



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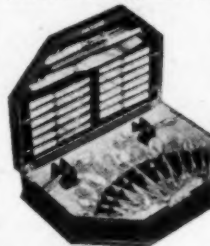
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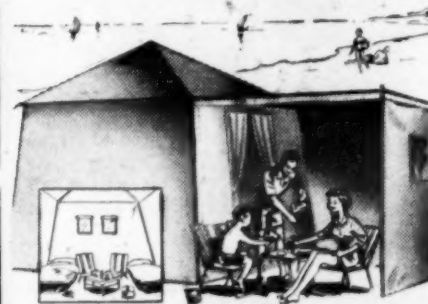
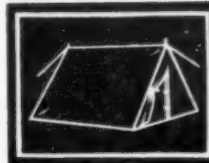
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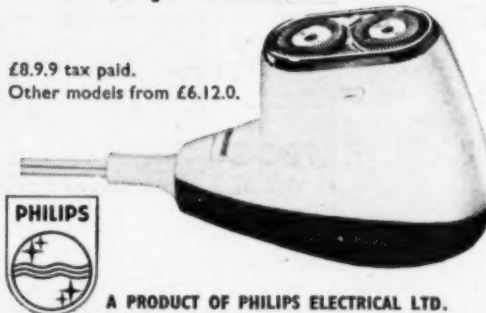
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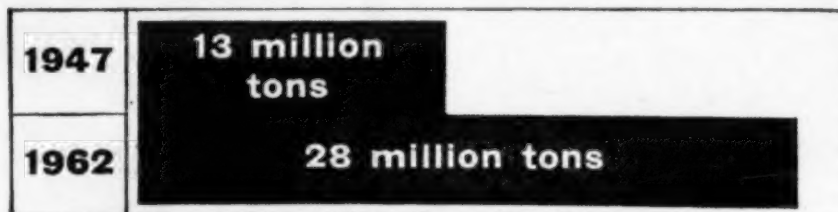
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Public Service

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GAS GREET'S THE FUTURE—Special pull-out supplement between pages 142 and 143

Two-thirds of the loaf

LOCAL GOVERNMENT officers will regard the latest salary increases, agreed last month, with mixed feelings. For, like all negotiated agreements, it is a compromise—and, like all compromises, it must fail, to some extent, to meet the needs which prompted it.

The staff side asked for three things:

Abolition of the general division, the so-called "coolie grade" introduced in 1955 for juniors recruited without either G.C.E. or entrance examination and employed in disregard of the employers' own ideal of a qualified service;

All-round increases of at least 7 per cent to compensate for the 3.8 per cent rise in prices and the 4.5 per cent increase in wages since the last settlement of August, 1957, to recognise the greater "productivity" of the service, and to bring it into closer parity with other public services from which it had lately once again begun to fall behind; and

An additional increase of up to 2 per cent, making 9 per cent in all, for the higher A.P.T. grades, as a further instalment of the process, begun in 1957, of restoring lost differentials, improving career prospects, and bringing standards nearer those now current outside.

The employers have agreed the first two in part, the last not at all.

The general division is now integrated with the old higher general division, subject to a "bar" at £465—£130 below the maximum—for those who lack the three G.C.E. passes or have not passed the entrance examination. To this extent, the service will continue to operate a "blind-alley"—though financially much improved—grade for its routine clerks. That is regrettable. But it may not continue for long. For the difference of £130 between bar and maximum is a powerful incentive to all enterprising juniors recruited without G.C.E. to sit the entrance exam, whilst the early emergence from the schools of the children of the post-war birth-rate "bulge" must increase the flow of qualified entrants. In time, therefore, the alley should vanish from disuse.

Much more to be regretted is the employers' refusal to admit the staff side's arguments for a further modest improvement in differentials. Instead of advancing them, indeed, they have al-

lowed them to fall—though only slightly. At the maximum of the old higher general division, they have agreed a salary only £5 below what the staff side asked. But in the A.P.T. grades, the difference between claim and achievement gradually widens.

Nevertheless, most members, we believe, will agree with us that the staff side was right to settle on these terms rather than to face deadlock and arbitration. It had persuaded the employers to improve—substantially in the lower grades—on their original offer of 3½ per cent for all. It had done this at a time when the general climate was unfavourable for pay increases of any kind, and in face of the toughest opposition. It had gained two-thirds of the loaf it sought. And it ended the negotiations with its claims for improvement in the higher grades only partially satisfied.

The road to further advance, therefore, remains clear and open—and factors may soon arise which will ease the way along it by giving added support to our claims on behalf of the higher grades. NALGO will certainly follow that road. For the N.E.C. remains pledged "to secure adequate remuneration for the whole of the membership."

But what is "adequate remuneration"? In assessing and pursuing that, NALGO, we are confident, will take fullest account of the government's acceptance—demonstrated in the increases it has recently granted to its own employees—of the principle laid down by the Royal Commission on the Civil Service. This was that civil service pay should be fixed by "fair comparison with the current remuneration of outside staffs employed on broadly comparable work, taking account of differences in other conditions of service." This "fair wages" principle applies with equal force to the local government and every other public service. Its complete application by their employers is and must remain one of the Association's first objectives.

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

NALGO in 1958

Highlights from the annual report

WHAT will the historian record as the most important event in NALGO in 1958? That we reached—and passed—our quarter-million membership target?

That we again decisively rejected affiliation to the T.U.C.?

That, while believing in the need for 100 per cent union membership, we repudiated the "closed shop"?

That the provision for compulsory arbitration ended?

These and other important happenings vie for precedence in the National Executive Council's 200-page annual report published last month. Most of its contents has been reported during the year in *Public Service*, and there is space now to recall only the highlights. But members who would like to read the Council's full account of its year's work on their behalf can borrow a copy of the report from their branch secretaries.

The salaries policy laid down in 1957, and reaffirmed last year, was pursued in all the negotiating councils—or, where there is no negotiating machine, by direct representation to employers—with the following results:

A "productivity" pay rise for all administrative and clerical grades in electricity, and a review of the higher executive grades' agreement begun;

A cost of living increase for all gas staffs, senior officers, and intermediate grades, plus extra increases on the junior scale and new miscellaneous scales for use in transferring intermediate grades to staff status;

A new pay structure for general grades of health administrative and clerical staffs; an interim increase for designated officers; new scales for all typing, machine operating, and secretarial grades; cost of living rises for 30 groups of professional and technical staffs and for some nurses and midwives;

Higher rates of pay for most company transport and inland waterways staffs;

Better salary scales for new towns staffs;

Increased salaries claimed for local government Charter grades in England and Wales (settled last month); pay increases for equivalent grades in Scotland; revised scales for chief and senior officers in England and Wales and a claim lodged for their counterparts in Scotland; new pay structure for miscellaneous classes; and revised national grading for some "special classes."

Many other improvements

In addition, there were improvements in other payments and conditions of service for various groups of members, including:

A better scheme of car allowances and of travelling allowances under the removal expenses scheme in electricity;

London weighting increased for some gas staffs and paid to senior gas officers for the first time; claim for increase submitted in local government;

Improved annual leave for some gas and local government officers;

National scheme for municipal transport employees brought up to date and review of that for miscellaneous classes begun;

Electricity and gas overtime schemes improved; Five-day week introduced for health administrative and clerical staffs;

Enhanced payment for emergency duties for some health service technicians; responsibility allowance introduced for assistants in dispensing and improved for hearing aid technicians; long hours gratuities agreed for building supervisors and higher uniform allowances for matrons and chief male nurses;

Better expenses and lodging allowances for waterways staffs;

Draft scheme of service conditions prepared for new towns staffs;

Electricity training and scholarships schemes extended.

The year saw further progress in the re-organisation of the gas and water supply industries, the start of the review of local government areas, and the prospect of change in the new towns set-up. In all cases, NALGO's first aim is to protect members' jobs and salaries and, as a last resort, to obtain fair compensation for loss of office or remuneration.

Towards better negotiation

Efforts continued to establish national negotiating machinery for groups of staff not yet covered, and to reform that which is not working well enough. Thus—

In company transport, NALGO's general secretary led a three-union deputation to the chief of the British Transport Commission, as a result of which discussions were started with the Tillings Executive for the introduction of national negotiation in its companies;

In new towns, the constitution of the Whitley Council was amended to provide better representation of chief officers' interests;

In local government, efforts continued to remove the salary ceiling of the National Joint Council;

NALGO representatives co-operated in the investigation being made by the staff side of the General Council into the health service negotiating machinery;

While it was considered inopportune to press for separate negotiating machinery for water staffs, arrangements for representation of their views within NALGO were improved.

Negotiations on amendments to the local government superannuation scheme were sought with the local authorities' associations, and action was taken on a number of private Bills where members' pensions rights were involved. Special regulations were brought in for new towns staff. The rules of the gas schemes were modified to provide a three-year instead of a five-year "averaging" period. The National Insurance Bill was examined and some amendments sought. Moves were begun to get a further pensions increase for retired officers.

NALGO offered its support to Ald. E. C. Redhead, M.P., who promoted a private member's Bill to secure the standard office conditions laid down by the Gowers Committee, but the Bill was not given a second reading.

There was a gratifying expansion in public relations work. This was evidenced by the prominent press, radio, and parliamentary

references to NALGO's case for retention of the compulsory arbitration provisions; the widespread publicity given to its investigation of reception facilities in public offices; the continuous publicity given to NALGO activities in the national and local press; the increased use of radio and television to feature the work of the public services; the enthusiastic support of branches and districts for the "Cover the Country" campaign; the popular reception of the new local government exhibition and propaganda leaflet; and the revival of interest in the branch magazine movement.

The education committee continued its policy of expansion, both in relation to the NALGO Correspondence Institute and to its programme of summer schools and residential courses. Examination results of N.C.I. students were generally better than those obtained by all students preparing by other methods. Three summer schools—at Cambridge, St. Andrews, and in Paris and Lyons—were arranged, and residential courses were held for several groups of members studying for specific examinations. In addition, many members were advised on suitable qualifications and study facilities, and more than 500 students borrowed books from the lending library.

Full use of services

Members made full use of the many other services offered by the Association and its ancillaries. For example:

About 1,000 members received free legal aid or advice;

More than 10,000 members and friends spent their holidays at the Association's two holiday centres, and 3,800 more enjoyed NALGO holidays abroad or coach tours at home;

Another 1,072 members joined the NALGO Motoring Association;

878 members recuperated at Knole Lodge or Cyprus Lodge, the Association's two convalescent homes;

860 members borrowed £1,749,860 from the NALGO Building Society to buy their own homes;

6,662 members took out new policies for life assurance, fire insurance or motor car insurance with LOGOMIA, NALGO's own insurance company;

3,041 members drew £28,823 in sickness or death benefit, or to pay hospital charges, from the NALGO Provident Society, and a further 128 had free convalescence.

202,000 helped the Fund

Finally, the Benevolent and Orphan Fund continued to expand its worthwhile work. Membership of the Fund increased to 202,180, and income from subscriptions and donations rose by £4,379 to £67,675. But nearly 43,000 members—19.7 of NALGO's membership—made no contribution to the Fund, which last year—

Granted £44,692 to help 854 needy members or widows of members and their families;

Spent £3,256 on holidays for 287 beneficiaries and their children;

Helped to clothe and educate 19 orphans of members at a cost of £920;

Sent Christmas hampers or cash in lieu to nearly 700 beneficiaries, costing £2,473;

Contributed £7,518 towards the running costs of the convalescent homes, and contributed £737 towards the expenses of 87 members who recuperated there; and

Kept 17 elderly retired members and dependants in four homes run by the Crossways Trust.

Conference Agenda Amendments

BELOW we publish the amendments submitted by branches and district committees to items on the preliminary agenda for the Annual Conference, to be held at Scarborough from June 9 to 12.

Each amendment (printed in *italics*, and with the name of its sponsors in **bold**) is preceded by the notice of motion to which it refers.

Annual report

8. National Executive Council: That the annual report of the National Executive Council for the year 1958 be received.

Staffordshire: Paragraph 15—Representation on other bodies: Add: "*with the exception of paragraph 15.*"

Paragraph 15 lists 19 bodies on which the Association is represented.

Bradford: Paragraph 21—Five-day working week: Add: "*with the exception of paragraph 21.*"

Paragraph 21 recalls the instruction from last year's Conference to secure a five-day working week for all services, and reports the view of all the national service conditions sub-committees that further progress can best be achieved by local action.

Glasgow gas: Paragraph 24—Comprehensive power policy: Add: "*with the exception of paragraph 24.*"

Paragraph 24 recalls the motion referred to the Council by last year's Conference, urging the appointment of a Royal Commission to recommend a power policy plan for the most efficient integration of all fuel resources and to provide uniform conditions of service for the staffs of all the services affected. The Council reports that it considers any approach on these lines would be fruitless in the light of present government policy; it would also be contrary to the Association's policy of not seeking uniform conditions in the different services covered.

Liverpool No. 2 health services: Paragraph 26—Compulsory membership: Add: "*with the exception of paragraph 26.*"

Paragraph 26 reports the views of each national service conditions sub-committee on the reference from last year's Conference seeking adoption of the principle that membership of a recognised trade union shall be a condition of employment in all the services covered by NALGO. The Council concludes from these that it would be premature to adopt the proposal and recommends no action at the present time.

Eastern district committee: Paragraph 45—Whitley Machinery—Water Staffs: Add: "*with the exception of paragraph 45.*"

Paragraph 45 records that the Council thinks it would be inopportune to seek separate negotiating machinery for water staffs at the present time. It realises, however, that changing conditions resulting from the amalgamation of water

undertakings may create problems for the staffs; it has therefore made provision in the Association's domestic machinery for full consideration of the views of water staffs, and has sought the assistance of the Minister of Housing and Local Government in safeguarding the rights of staff hitherto covered by negotiating machinery.

Glamorgan: Paragraph 51—Appointments in education departments: Add: "*with the exception of paragraph 51.*"

Paragraph 51 reports that, after serious reconsideration of the whole question of

PRE-CONFERENCE MEETINGS FOR SERVICE GROUPS

The customary separate meetings for delegates from electricity, health, transport, and gas branches will be held on the Monday of Conference week, June 8, and this year, for the first time, local government delegates are also to have a separate meeting. Times and venues are as follows:

Local government:	At 9.30 a.m. In the Spa Grand Hall
Health:	At 9.30 a.m. In the Spa Theatre
Gas:	At 9.30 a.m. In the Spa Corner Cafe
Electricity:	At 2.30 p.m. In the Spa Corner Cafe
Transport:	At 2.30 p.m. In the Spa Music Room

appointments in education departments, the Council can only reiterate the warning contained in paragraph 65 of its 1957 Report—which was not received by Conference—that staffs have little hope of reaching the higher administrative posts unless they have teaching experience.

Manchester: Paragraph 52—Salary scales: Add: "*with the exception of paragraph 52.*"

Paragraph 52 recalls the instruction from last year's Conference calling for removal of the anomalies created by the 1957 local government salaries agreement and restoration of 1946 salary standards. It reports that the problem of individual grading anomalies is being solved in three ways: by local authorities reviewing their establishments; by NALGO representations to local authorities and provincial councils; and by the joint secretaries of provincial councils (and, if necessary, of the National Joint Council) tendering advice to local authorities. The structural anomalies in the 1957 agreement were taken into account in the pay claim submitted last November. In this claim, too, and in similar claims put forward in the other services, the aim has been towards the restoration of 1946 salary standards.

Staffordshire: Paragraph 61(u)—Negotiating machinery in local government: Add: "*with the exception of paragraph 61(u).*"

Paragraph 61 (u) reports that meetings have been held between NALGO and the professional organisations represented on the Joint Negotiating Committee for Chief Officers about changes in the local government negotiating machinery, and informal talks have also been held with the employers' secretary and officers of the local authorities' associations. Some progress has been made, but it is not yet clear when the salary ceiling of the National Joint Council will be abolished.

Glamorgan and Warwickshire: Paragraph 134 (d)—Recognition of the Diploma in Municipal Administration: Add: "*with the exception of paragraph 134 (d).*"

Paragraph 134 (d) reports that the Minister of Education has reviewed his decision to accord "qualified teacher" status to holders of the D.M.A. where local education authorities were willing to offer them teaching appointments. NALGO has made representations to the Ministry, and the L.G.E.B. is also dealing with the matter. Notwithstanding this, the Council does not maintain that success in the D.M.A. should entitle the holder to qualified teacher status. It is more concerned to win other forms of recognition for the D.M.A. holder and to find a way of enabling members in education departments to obtain teaching experience as a qualification for senior posts.

Salaries policy

9. National Executive Council: That this Conference, noting the development in the services with which the Association is concerned, and in other spheres of employment, supports the National Executive Council in its efforts to secure adequate remuneration for the whole of the membership, in accordance with the policy decision of the 1957 Conference.

West Midland district committee: In lines 4 and 5 delete "supports" and substitute "instructs"; delete "in" and substitute "to redouble."

Public library service

12. National Executive Council: That this Conference welcomes, and instructs the National Executive Council to take every possible action to secure the implementation of, the recommendations of the Roberts Committee on the Structure of the Public Library Service in England and Wales—that "salary scales for the staff of public libraries should be commensurate with their qualifications and responsibilities, and should be applied in a manner calculated to make career prospects attractive."

Grades of librarians

13. Nottingham and Solihull: That this Conference deplores the action of the N.J.C. in formulating the new grades for librarians, namely:

"The post occupied by a chartered librarian in charge of a branch or district library, or in charge of a department of a library, and supervising a staff of six other whole-time officers or the equivalent, APT II."

This decision aggravates rather than alleviates the anomalies created by the Charter revision, the number of staff specified bearing no relation to the internal structure of library establishment. It urges that the grading be rescinded immediately and that negotiations proceed on the basis of professional qualifications and specific responsibilities.

North-Western and North Wales district committee: Delete the last sentence and substitute: "It urges that new negotiations proceed on the basis of professional qualifications and specific responsibilities, and that these be opened forthwith."

Overtime

14. Sheffield, Southampton, and West Cornwall: That this Conference deplores the protracted negotiations for amending the overtime provisions of the Charter, and urges the National Executive Council to take further steps in this matter as soon as possible.

Scottish district committee: Delete all words after "Executive Council to . . ." in line 5 and substitute: "consider placing a ban on all overtime until such time as the Association's overtime policy is achieved."

Penalty payments

15. Leeds: The National Executive Council be instructed to pursue with more vigour the question of penalty payments for work on Sundays and bank holidays. The delay in reaching a settlement is deplorable.

North-Western and North Wales district committee: Delete "penalty payments" in line 3 and substitute "adequate compensation."

Recognition of examination success

17. East Riding: That the National Executive Council be instructed to take action to obtain for persons who remain in the general and clerical grade 1 divisions adequate additional annual remuneration in recognition of success in appropriate intermediate and final professional examinations recognised in the Charter, pending promotion to higher salary grades.

South Wales and Monmouthshire district committee: Delete "for persons who remain in the general and clerical grade 1 divisions." Delete "to higher salary grades" and substitute "to the minimum grade appropriate to his qualification."

Protective clothing

18. Blyth: That this Conference instructs the National Executive Council to negotiate for the inclusion in the national schemes of conditions of service of a clause providing for the supply of protective clothing to those officers whose duties necessitate their working out of doors during inclement weather.

Yorkshire district committee: In place of the words "providing for the supply of protective clothing" on lines 4 and 5 there should be substituted the words "providing for a protective clothing allowance." Add the following words to the motion: "or whose duties are of such a nature as to render them liable to damaging their clothing during the carrying out of such duties."

Eastern and South Eastern district committee: Insert between the words "clothing" and "to" in line 5, the words: "or a monetary allowance in lieu."

Southern district committee: After the words "protective clothing" insert the words "or payment in lieu." Delete all words after "working out of doors."

West Midland district committee: Delete words "working out of doors during inclement

ANCILLARIES' ANNUAL MEETINGS

NOTICE is hereby given that the annual general meetings of the members of the **NALGO Building Society** (No. 804 B, London), the **NALGO Provident Society** (No. 1580, London), and the **National and Local Government Officers' Mutual Insurance Association Ltd. (LOGOMIA)** (No. 2898 R, London) will be held in **The Spa Theatre, Scarborough**, on the dates mentioned, to consider the following agendas:

NALGO BUILDING SOCIETY

Tuesday, June 9, 1959 at 4.30 p.m.

To receive the report of the Committee of Management and financial statement for the year 1958; to appoint auditors; to elect four members of the Committee of Management for the year 1959 to 1960; and for general business. A copy of the agenda, incorporating the report, financial statement and balance sheet, may be had after May 22, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

NALGO PROVIDENT SOCIETY

Wednesday, June 10, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to elect an Arbitrator and a Committee of Management; to receive the annual report and financial statement and balance sheet; to amend Rule 11 (2); to consider a notice of motion to increase Table I contributions and benefits; to appoint an Auditor, and for any other business. Copies of the agenda, incorporating the report, financial statement and balance sheet, will be sent to branches and may also be obtained by individual members after May 14, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

LOGOMIA

Thursday, June 11, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to receive the annual report and accounts and balance sheet; to elect an Arbitrator; to elect one Member to the Board; to elect an Auditor, and for any other business. A copy of the agenda will be sent to every shareholder. Copies of the report, accounts and balance sheet will be sent to branches after May 14, 1959, and also to individual members on request to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

weather" and substitute therefor the word "use."

Post-entry training

19. National Executive Council: Recognising that the success of the public services and the status of their officers assist NALGO's negotiators to secure improvements in the salaries and service conditions of all sections of the membership, and that in turn the success of the services depends upon having informed, trained, and interested staffs, this Conference declares its belief in the importance of education and training. Conference therefore

- welcomes the growing interest of employers as evidenced in local government by the establishment of education committees by some provincial councils;
- seeks the development of schemes which will give existing members the opportunity to train for promotion, and urges all members to support them;
- emphasises the importance of maintaining and developing the Association's own educational services, putting quality rather than cost as the first criterion;
- believes that the successful development of the Association's education policy depends upon active co-operation at all levels and, therefore, urges district committees to make the best use of their education sub-committees, and calls upon all branches to ensure that the Association's services are continuously drawn to the attention of those members who can benefit from them

West Midland district committee: In section (b) after "schemes" add: "including full-time training at appropriate training centres."

Eastern district committee: Amend sub-para. (c) and (d) to be sub-para. (d) and (e) respectively. Insert new sub-para. (c) as follows:

"(c) calls upon the National Joint Council to instruct all local authorities to apply Paragraph 28 of the Scheme of Conditions of Service thus giving full recognition of such training."

Local government staff college

20. Southampton: That, having regard to the beneficial results in the field of commerce, industry, nationalised undertakings, and other public services from the advanced training obtained in staff colleges, the National Executive Council is requested to take up with the employers' sides of the Joint Negotiating Committee and N.J.C. the urgent need to set up a similar nationally organised training scheme for suitably qualified professional, technical, and administrative officers, in order to develop and extend their managerial, administrative, and technical skill, so that the standard of efficiency in local government service can be maintained at the highest possible level.

North Eastern district committee: Add: "the expense of such scheme to be the responsibility of the employers."

South Wales and Monmouthshire district committee: That the word "suitable" be substituted for words "suitably qualified" in line 10

Yorkshire district committee: Delete all words after the words "technical skill" in line 13.

Education policy

21. Birmingham: That this Conference congratulates the National Executive Council on the vigorous education policy which they have pursued with a view to obtaining a "qualified

service," and now requests them to take immediate steps to ensure that equal emphasis is placed on the provision of facilities for the education of members in trade union affairs as is at present being placed on the provision of facilities for their vocational training.

Scottish district committee: Delete words "... that equal emphasis is placed on" and all words after "union affairs."

Reorganisation of local government

22. National Executive Council: That this Conference, having considered the position regarding the reorganisation of local government, endorses the view:

- (i) That any reorganisation decided upon in any area as a result of review undertaken under the Local Government Act 1958 should result in the establishment of authorities large enough and with sufficient resources to offer salaries and conditions of service sufficiently attractive to recruit the qualified staff necessary to ensure the best possible service to the public;
- (ii) that the Association should confine its efforts to the following matters of major principle affecting the status and conditions of its members as a whole: compensation, redundancy, disturbance allowances, and related matters.

South Western district committee: Delete "(i)". Delete the whole of sub-paragraph (ii).

Health service salary structure

25. Birmingham R.H.B.: That this Conference deplores the delay in providing a new salary structure for the designated officers in the health service in accordance with the recommendations of the Noel Hall Report published in September, 1957, and instructs the National Executive Council to use all possible means at the Association's disposal to secure a speedy settlement.

Southern district committee: Delete all words after "disposal to" and substitute "expedite a satisfactory settlement."

Electricity—reorganisation of the industry

27. East Midland Division—Electricity: As a result of the grave concern being experienced by members, consequent on the reorganisation of the electricity supply industry, Conference instructs the National Executive Council to seek assurances that, arising from reorganisation:

- (i) there will be no staff redundancies whatever;
- (ii) transfers within regions will be kept to a minimum;
- (iii) staff transferred, and consequently having to move their homes, shall be able to settle in homes in their new location similar to those they now have, without financial expense to themselves;
- (iv) adequate compensation will be paid to any employee unable to accept transfer; and
- (v) consultative machinery will be used fully as an aid to any reorganisation.

South Wales and Monmouthshire district committee: Delete sub-paragraph (i), and insert "There shall be no dismissals of staffs should any post be declared redundant."

Negotiating machinery

31. Colchester: That this Conference instructs the National Executive Council to examine the machinery of the N.J.C. for local authorities' staffs with a view to speeding up the submission and settlement of salary claims.

Scottish district committee: After "local authorities' staffs" add the words "and the National Joint Industrial Council for Local Authority Services (Scotland) Administrative, etc., Staffs."

Confederation of black-coated workers

34. Plymouth: That this Conference instructs the National Executive Council to explore the possibilities of forming a confederation of black-coated workers.

Scottish district committee: Add: "and to report back to the 1960 Conference the results of such explorations."

Future employment situation

36. Dorset: That this Conference instructs the National Executive Council to consider the possible effects on the employment situation in general, and the public services in particular, during the next four years, of the following factors:

- (a) the population bulge, which will greatly increase the number of school leavers by 1962;
- (b) the defence policy, involving a reduction in service personnel and civilian employees in defence establishments;
- (c) increased mechanisation and automation in some industries and services; and
- (d) any other relevant factors.

The National Executive Council to report its findings as soon as possible, in any event in time for consideration by Conference, 1960.

Southern district committee: After "services" in (c) insert: "(d) the effect of the full implementation of equal pay;" amend "(d)" to "(e)."

Superannuation

44. Tottenham: That this Conference instructs the National Executive Council to seek an amendment to the superannuation regulations to provide for the optional retirement of contributory employees upon attaining the age of 60 with less than 40 years' service, or upon completing 40 years' service.

South Wales and Monmouthshire district committee: After the word "regulations," add: "covering the Association's membership."

Review of Association Machinery

47. National Executive Council: That the report on Review of Association Machinery now submitted by the National Executive Council be approved and adopted.

North Western and North Wales district committee: Add: "subject to the addition at the end of Paragraph 21 of the sentence—'Nevertheless, to meet the needs of some branches, steps may have to be taken to amend Rule 4 of the Rules and Constitution of the Association to allow retired members to hold branch office with the consent of the Council.'"

Paragraph 21 refers to the difficulty which many branches experience in finding and retaining officers, and stresses the need to encourage younger people to take an active interest in the Association.

Yorkshire district committee: Add: "subject to the following addition to paragraph 36 and recommendation 5: In the event of this condition not being satisfied, the district committee shall have power to accept in lieu of attendance such submissions by the branch as is deemed fit."

Paragraph 36 records that a minority of branches either never send representatives to district committee meetings, or attend only one or two meetings a year, and recommends that representation at Conference should depend upon the branch having attended at least two district committee meetings in the year preceding Conference. Recommendation 5 is a summary of this paragraph.

Pre-Conference service group meetings

48. Tyne electricity: That it is the opinion of the Conference that the pre-Conference service group meetings should be continued, and that:

1. an agenda should be compiled as for the Conference; and
2. delegates should be allowed to vote on the motions which are put.

Yorkshire district committee: Delete all words after the word "continued" in line 3.

N.E.C. elections

50. Southend-on-Sea: That this Conference, recognising the increasing complexity of the work of the Association, is of opinion that it would be in the best interests of the Association for the election of the National Executive Council to take place on the basis of 50 per cent of its members retiring each year, and directs that Rule 57 of the Constitution be amended accordingly.

South Eastern district committee: Delete the words "50 per cent of" in line 6. Delete the words "each year" in line 7 and substitute the words "every other year."

Metropolitan district committee: Delete the words "50 per cent" in line 6 and substitute "a proportion"; delete all words after "and" in lines 7-9, and substitute "requests the National Executive Council to report suitable proposals to the next Conference."

Rôle of the general secretary

51. National Executive Council: That the report on the Rôle of the General Secretary submitted to the 1958 Conference, and now re-submitted to this Conference, be approved and adopted.

Eastern district committee: Delete all words after "this Conference" and substitute: "be referred back for a more constructive approach"

Continued on page 141

EDUCATION AND PUBLIC RELATIONS MEETINGS

BRANCH education secretaries, public relations officers, and magazine editors will meet separately on the Monday of Conference week, June 8, to discuss their special interests and problems. The meetings are as follows:

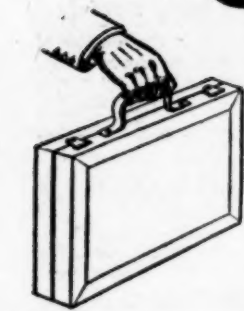
Branch magazine editors: 11 a.m. In the Spa Ballroom
Presentation of competition awards and review by the adjudicators.

Public relations officers: 2.30 p.m. In the Spa Ballroom
To include a 'Brains Trust' on national, district, and branch P.R. activity.

Education secretaries: 2.30 p.m. In the Spa Theatre
The meeting will be addressed by H. S. MAGNAY, M.A., director of education, Liverpool.

Branch officers with questions to put to any of these meetings, or topics they would like discussed, should send them to Headquarters.

BUDGET CONCESSIONS!



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BIRTHDAY.....

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TO BE.....

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50/55/60/65 (IF LIMITED
PAYMENT LIFE)

P.S. 5/59

Women members lead in competition for recruiting posters

WOMEN MEMBERS have carried off three of the five prizes awarded in the "Design a NALGO Poster" competition announced in the February *Public Service*.

The competition brought in 91 designs from 69 members, presenting the judges with a difficult task of selection among so wide a

variety, ranging from the roughest outline sketches to full-colour illustrations that would have done credit to a commercial artist.

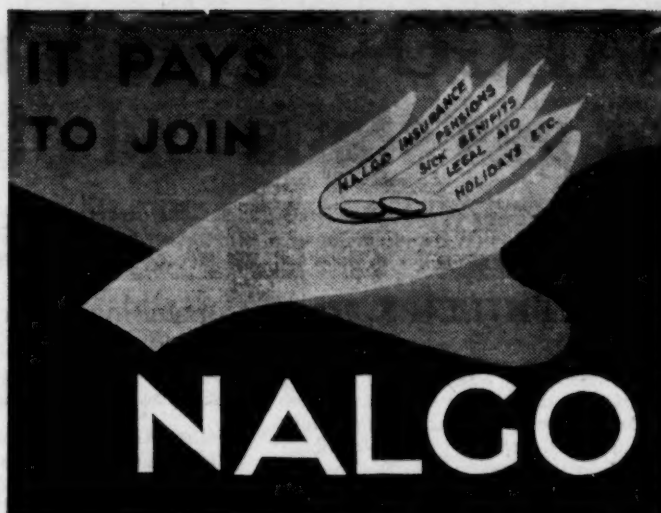
There were many interesting ideas, though few satisfied the basic principle of good poster design—that it should be striking, attractive, of instantaneous impact, and convey its message in few words.

The prizewinners are:

FIRST—MISS CECIL M. BARTON, Lancashire, whose simple and effective design, capable of reproduction in a variety of colours, appears above.

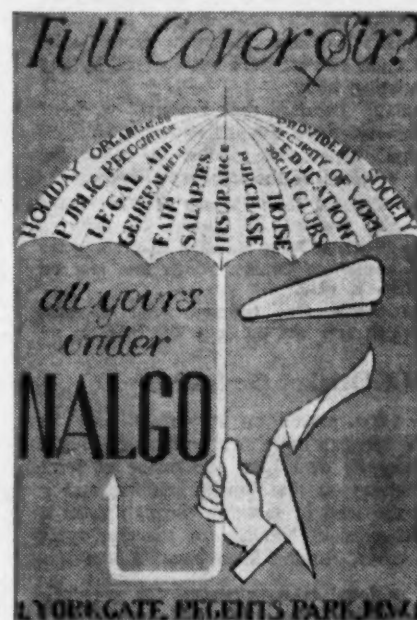
SECOND—MISS R. BROWN, Fife, who suggested, but did not draw, a poster on the slogan "You can paddle your own canoe, but you're safer in NALGO." She shares the prize with M. H. WISE, Canterbury, whose all-sheltering umbrella—another effective metaphor—is reproduced on the right.

THIRD—MISS EILEEN SLADE, Bradford, who submitted a striking modernistic design (unfortunately impossible to reproduce well in black and white) of a man's head against a background of a repeating list of NALGO



services. She shares the prize with H. J. S. SMITH, Leeds and district electricity, whose attractive and skilfully drawn girl's head is published on the left.

The national public relations committee is to consider how the best posters might be used to help recruitment.



Amendments to Conference Agenda—continued from page 139

to the future rôle of the General Secretary; the National Executive Council to circulate, in time for consideration at the next Conference, proposals of a more positive nature than appear in the White Paper, so that our Association generally may derive maximum benefit from the services of our General Secretary within the clearly defined policies of NALGO; and that the National Executive Council be requested, in preparing the new report, to ensure that its conclusions and recommendations are clearly summarised at the end of the document."

Scottish district committee: Add: "Conference recognising that the lack of clearly defined policy on matters of public importance and our anxiety to appear non-political are major factors which prevent our General Secretary from becoming a national figure in trade union circles."

Cayton Bay holiday centre

53. National Executive Council: That the report on Cayton Bay holiday centre be approved.

Yorkshire district committee: Add: "and that this Conference instructs the National Executive Council to carry out the necessary improvement to the Centre, such improvements to be spread over the next 10 to 15 years, and to arrange for the Croyde and Cayton Bay Centres to be run as a joint enterprise."

Eston supported by North-Eastern district committee: Add: "and that the authorisation to sell Cayton Bay holiday centre given to the National Executive Council at the 1958 Annual Conference be rescinded."

(This absorbs the motion by Eston branch printed as item 54 of the preliminary agenda.)

"Public Service"

57. Staffordshire: This Conference instructs the National Executive Council to continue its present policy of accepting advertisements which are competitive to the NALGO Correspondence Institute.

South Eastern district committee: Delete the word "continue" in line 1 and insert "make better use of the advertising space in 'Public Service' as a source of income for the Association whilst continuing."

B. & O. Fund

64. Huddersfield and district: That, in accordance with the Rules of the Association, the 4d. a month voluntary subscription to the Benevolent and Orphan Fund be increased to a minimum of 6d., and the life membership subscription of £3 3s. be increased to £5 5s.

West Midland district committee: Delete: "and the life membership subscription of £3 3s. be increased to £5 5s."

This may be YOUR chance to win a £2 2s. prize

IMAGINE it is pay day. Your cheque is bigger than usual, thanks to a nationally negotiated increase. It even contains a few pounds back pay. Your colleague at the next desk has had the same increase. But he is *not* a member of NALGO. What would you say to him, in up to 100 words, to persuade him to join?

A prize of £2 2s. will be paid for the best "pep talk" or letter. Results will be given in the July *Public Service*, and £1 1s. will be paid for every entry published. Entries should give your name, post, and branch, and reach the editor by June 1, 1959. The editor's decision is final.

NALGO—the trade union for gas staffs and officers

In the ten years since nationalisation, NALGO's expert skill in trade union negotiations has won much for non-manual workers in the gas industry. Today, NALGO looks forward with them and their industry to an even brighter future.

by G. W. PHILLIPS, NALGO organising officer for gas staffs

TEN YEARS AGO, when the gas industry was nationalised, only its manual workers were fully covered by one national joint negotiating body—the 30-year-old National Joint Industrial Council.

Staffs, on the other hand, were divided between two negotiating bodies. Those in municipal gas undertakings were, of course, local government officers, and had long been looked after by the local government national and provincial joint councils. Those in private undertakings were covered by a national joint council which NALGO had helped to set up as recently as 1947—when nationalisation was clearly on the way—and which had so far negotiated national salary scales for some groups only. Senior gas officers were not covered by any negotiating body.

Today, besides the manual workers' machinery, there are three well-established national negotiating bodies to cover the other sections of the industry's workers:

The National Joint Council for Gas Staffs, which first met on January 24, 1950.

The National Joint Standing Committee for Intermediate Grades, which first met on May 1, 1950.

The Senior Gas Officers' Joint Council, which first met on June 26, 1951.

NALGO takes the lead

NALGO played an important part in establishing all these new bodies. It brought to them its own long experience of joint negotiation on the Whitley pattern, and it took the lead in securing through them a whole series of benefits for the employees they cover. Among these benefits are:

★ **A national salary structure for gas staffs—and nine pay rises in less than nine years.**

The N.J.C.'s first comprehensive salary agreement took effect from April 1, 1950, and established four clerical scales (A to D) and 12 A.P.T. grades, ranging from £135 to £770. Today, the range is from £233 to £1,106.

These are provincial A scales. One of the 1947 national joint council's legacies to its successor is the practice of having three versions of pay scales—metropolitan, provincial A (which are the ones usually quoted), and provincial B. The latter were intended for smaller, poorer undertakings, and are £15 less

than provincial A ones. They now exist in only a few places in Wales and Scotland.

★ **Better London weighting for higher staffs.**

The metropolitan scales are, of course, a form of London weighting. From 1950 to 1958, they were £30 above provincial A scales throughout. Last year, the Industrial Court decided that, for employees over 21, the figure should be £35 for grades 8 and 9 (£773-£927), and £40 for grades 10 to 12 (£892-£1,106).

★ **A national salaries table, twice improved, for senior gas officers.**

Even after the Senior Gas Officers' Joint Council was set up—not without difficulty—negotiated pay increases had to be added to salaries that had been individually agreed and that varied widely. It was not until April 1, 1956, that a national table was brought into force, providing nine lettered "groups" ranging from £1,025 to £2,625. The present range is from £1,115 to £2,805.

★ **London weighting for senior gas officers.**

This was secured only last year. The weighting is £50 for groups A and B (£1,115-£1,355), £55 for groups C to E (£1,333-£1,851), and £60 for groups F to I (£1,801-£2,805).

★ **A national salaries table for intermediate-grade employees, with new miscellaneous scales to ease their transfer to staff status.**

When the N.J.C. was brought into being, it was not possible to get agreement on whether some employees—meter readers, for example—should be treated as staff or as manual workers. The difficulty was met by setting up the National Joint Standing Committee for Intermediate Grades, a separate, three-sided body, representing the employers, the staff side of the N.J.C., and the workers' side of the N.J.C. The new body established 11 grades, ranging from £280 to £525, with effect from April 1, 1950. Successive rises have brought them up to from £485 to £774.

Naturally, the unions have aimed at the eventual transfer of intermediate grade employees to staff status. There has been a steady movement in this direction, and it is likely to be speeded up by the N.J.C.'s introduction, as from November 12 last year, of new "miscellaneous scales" to cover such transfer.

★ **National conditions of service covering such matters as working hours, overtime, holidays, sickness, subsistence, comparable with those in other public services.**

In this connection, it may be added that new



GEORGE W. PHILLIPS, J.P., became NALGO's organising officer for gas staffs in August, 1955.

He is staff side and joint secretary of the National Joint Council for Gas Staffs, officers'

side and joint secretary of the Senior Gas Officers Joint Council, and joint trade unions' side secretary of the National Joint Standing Committee for Intermediate Grades.

Mr. Phillips has had a long career in the public services. He entered the local government service in 1921, and joined NALGO the following year. As a member, he served the Association at every level—on his branch executive, on his district committee and its sub-committees, and finally (from 1943 to 1947) on the National Executive Council. He joined its staff in 1948, as organising officer for health staffs

gas staffs pensions schemes for staff and senior officers were approved by the Minister of (Fuel and) Power in September, 1952, with effect from May 1, 1949. The trade unions—including NALGO—were consulted before the new schemes were adopted by the Gas Council, and have since played their part in securing amendments, as well as in getting pension increases for those already retired. Intermediate grade employees are covered by the manual workers' pension scheme which came into operation on June 1 last year.

Autonomous—but not alone

To make its own contribution to these achievements and to the general success of the new negotiating bodies, NALGO has made many important changes in its own constitution and machinery. Everything has been done, and will continue to be done, to make sure that gas members in NALGO are fully in control of their own interests.

But it is not just a case of gasmen for gas staffs. In NALGO, gas staffs can settle their own business knowing that they are backed by the united strength of a massive, long-established, comprehensive trade union. The presence of N.E.C. representatives on the national gas service conditions sub-committee is a friendly reminder of this.

Equally, gas members help to shape the affairs of the Association as a whole, sending branch representatives to the district committees and to Conference, and helping to elect the National Executive Council, of which the chairman of their own national service conditions sub-committee is an *ex officio* member.

All this would be impossible without the loyalty of hundreds of members who, at branch, district, and national level, have given their time and talents to the service

(Continued after Supplement)

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

G A S



greet the future

"... a vigorous and enterprising industry at the beginning of a new stage of its development ..."

THE TIMES

HERE THEY COME!—just a few of the 136,000 workers in Britain's gas industry, a few of the first-class team that is seeing to it that we get all the gas we need to make our homes more comfortable and our factories more efficient.

That's the gas salesman hand-in-hand with MR. THERM—and you'll recognise the meter man, and possibly the home service adviser, too. Can you spot the others—the accountant, the chemist, the telephone operator, the short-hand-typist, the engineer?

Some of them we never see. But they are all serving us today, and, with their thousands of fellow-workers, they are all

building the gas industry of tomorrow—the industry that will bring cheaper and still better gas, and all that that means in cheaper and better heating, power, and goods.

The gas industry became the nation's property just ten years ago. But, as an industry, it is nearly 150 years old. Yet, despite its age, it is today as lively, experimental, and forward-looking as the youngest industry in the country. It's as flexible, and as useful, as the gas flame itself.

What is it doing and what is it planning? This leaflet sets out to tell you, briefly and clearly, and to show you why the gas industry—and all its workers—can greet the future eagerly and with confidence.

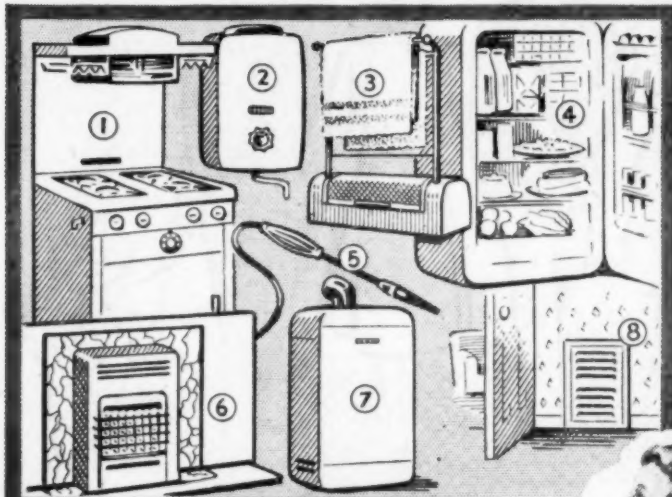
AT HOME

EVERY YEAR, more and more people use gas to cook their meals, warm their homes, heat their water, and generally to make their lives cosier and more comfortable.

Today, more than 40,000,000 people—five out of every six in the land—enjoy its benefits, in more than 12,000,000 homes.

The amount of gas they use has gone up by nearly half in the past 20 years. Not so much recently, though—because the modern gas cooker, or fire, or water heater, burns less gas to give even better service.

For example, the latest kind of gas fire burns less than half as much gas to keep a room just as warm.



1. Gas cooker with high-level grill and automatic ignition
2. Gas water heater, giving instant hot water at any time
3. Gas-heated towel rail also keeps bathroom aired and warm
4. Gas refrigerators are silent, have no moving parts
5. Gas poker, for lighting fires quickly and cheaply
6. Gas fire's convector grating circulates warm air
7. Gas-fired domestic boiler gives easier central heating
8. Gas warm-air house heating uses unobtrusive gratings

Every appliance now sold in a gas board showroom or by an authorised dealer—and that is where nineteen out of every twenty of them are sold—must bear the industry's Seal of Approval. The seal goes only to those that have passed stringent tests. The expert research workers of the Gas Council and the 12 area gas boards work hand-in-hand with the makers of gas appliances to ensure that all are safe, efficient, attractive.

They now offer the housewife comfort-level grills and ovens; burners that light automatically; a heater giving instant, endless boiling water; gas taps at hand-height instead of on the floor; special appliances for the old, the blind, the handicapped.

They offer her, too, the cheapest small refrigerator now on the market; and what a county architect has called "the cheapest form of whole-house heating I know"—one that takes gas-warmed air into any room of the house, at temperatures easily controlled.

Yes, more and more homes are using gas—thanks to the technical skill of the industry's back-room boys (and girls), the knowledge of its salesmen and showroom staffs, and the tips of its home service advisers in helping 12,000,000 housewives to make the most of all that gas has to offer



Try this tasty "top-of-the-stove" dish on your gas grill

STUFFED BACON ROLLS



12 slices of bacon; 2 onions
4 oz. breadcrumbs
2 tablespoons chopped parsley
1 tablespoon chopped chives
Salt, pepper, pinch of nutmeg
Hot meat stock

Cut the rind off the bacon. Grate the onions, mix with the breadcrumbs, parsley, chives, and seasonings, and blend to a paste with the hot meat stock. Divide the mixture into 12 portions, and put a spoonful on to each bacon rasher; roll up loosely, and secure with a cocktail stick. Grill under a medium heat, turning frequently, until evenly cooked. Serve hot, with fried apple rings.

AT

APART FROM other of our ho our electric lig furniture, and

More than 4 aircraft industr separate parts furnaces. In th production by needed th annealing. The gas for surface flame—gas "fla cuts out the use

Gas is at w dustries, in cate part in making detergents and novels and new

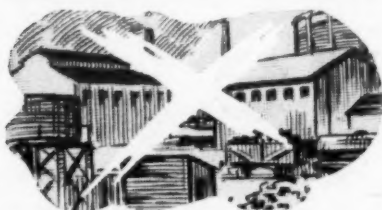
Why do so the same qual

Gas is cleane purer and our heat from a tor the coal directl where gas-fired previously used

And gas is fl works in the gla fuel suitable fo the only one gi confined to th

Selling gas to gas industry's in—and many of manufacturer e

WITH NEW METHODS



TO MEET TOMORROW'S demand—and today's—the gas industry has given itself an exciting new look—and not only in its bright showrooms.

Today, there are only half as many gas works as there were ten years ago—yet they are producing more gas. Why? Because production has been concentrated in fewer, larger, cheaper-to-run units.

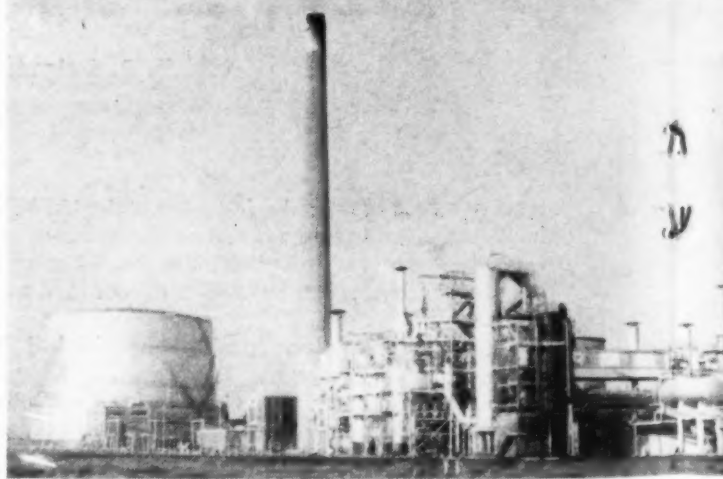
More than 16,000 miles of new mains have been laid—a big step towards the national gas grid that will take gas cheaply all over the country.

Better still, the industry's engineers and chemists and other research workers have been finding new ways to make gas—ways that dispense with the high-grade coal that gets scarcer and dearer as our mines become more mechanised.

They are building plants to make gas from the smaller, cheaper coal now so plentiful. They are making gas from oil. And they are experimenting with frozen natural gas brought across the seas by tanker.

Some of these new processes yield gas that is cleaner, safer—and that, when there is enough of it, will be cheaper.

Administrators have been streamlining, too. Costs have been cut by centralising accountancy and clerical work, and by adopting newer, faster ways of doing it. Like all their fellow-workers in the industry, the clerks and the typists are ready for the future.



MAKING GAS by new methods, this gas-from-oil plant is one of nearly 40 already at work. Oil is much cheaper than the usual high-grade coal. (South Eastern Gas Board photo)

AT WORK

PART FROM gas fires, cookers, and water heaters, many other of our home comforts depend on gas. It helps to make electric light bulbs and radio valves, our food and our furniture, and scores of other things we use every day.

More than 4,000 industrial processes now use gas. In the craft industry, for example, no fewer than a thousand separate parts of a jet aeroplane engine are treated in gas furnaces. In the steel industry, gas cuts costs and speeds production by giving and holding the exact temperature needed for the simplest casting or the most complex annealing. The motor car industry is one of many that use gas for surface hardening of metals by direct contact with a flame—gas "flame-hardening" of camshafts, for instance, gets out the use of expensive alloys.

Gas is at work in the shipbuilding and engineering industries, in catering, in the jewellery trade. Gas plays a major part in making our coins and cameras and cosmetics, our detergents and dry-cleaners, our paints and polishes, our novels and newspapers.

Why do so many manufacturers use gas? Basically, for the same qualities that appeal to the housewife.

Gas is cleaner than coal—and thus helps to make our air purer and our homes and towns brighter. Since it gets more heat from a ton of coal than could be obtained by burning coal directly, it is also cheaper. Ask the pottery industry, where gas-fired kilns are saving two-thirds of the coal previously used.

And gas is flexible and easy to control. Ask anyone who works in the glass industry. Gas, he will tell you, is the only fuel suitable for making and moulding glass—because it is the only one giving a clean, controllable flame that can be confined to the exact spot where the heat is needed to do the job. Selling gas to industry needs special knowledge and experience. The industry's industrial sales representatives and industrial gas engineers and many of its district representatives, too—must be able to show the manufacturer exactly why and where and how gas can be of service to

(Below) **MAKING TV TUBES:** Gas precision-flame burners are used to assemble them, and gas-heated ovens to harden them. (Right) **SAFEGUARDING HEALTH:** a gas flame is used to seal these phials of vaccine serum.



(Left) **GAS AND GLASS:** Only gas is flexible enough for many jobs in the glass industry. Here, a delicate piece of work is being treated with a precision burner.

him. Fortunately, they, too, can rely on the skill of its research workers for apparatus to meet industry's never-ceasing, ever-changing demands.

Their success speaks for itself. Today, industry burns twice as much gas as 20 years ago. Three-quarters of the increase has come about since 1945—and industrial consumption is still rising steadily.

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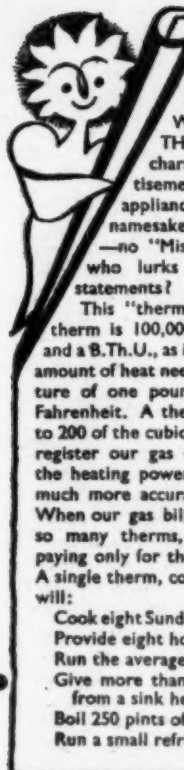


one of nearly
h-grade coal.
Gas Board photo)

DISTRIBUTING GAS, and linking the units making it, miles of new mains like this run underground and unseen across Britain.
(North Thames Gas Board photo)



ACCOUNTING FOR GAS with the latest electronic equipment, this billing and records office will handle 10,000 bills a day.
(Eastern Gas Board photo)



Mr. THERM
hero or villain?

WE'VE ALL seen MR. THERM—the endearing little character who enlivens advertisements for gas and gas appliances. But what about his namesake, the anonymous “therm”—no “Mister” and no capital T—who lurks in our gas bills and statements?

This “therm” is strictly scientific: a therm is 100,000 British Thermal Units, and a B.Th.U., as it is called for short, is the amount of heat needed to raise the temperature of one pound of water one degree Fahrenheit. A therm is roughly equivalent to 200 of the cubic feet in which our meters register our gas consumption. But, since the heating power of gas can vary, it is a much more accurate way of measuring it. When our gas bill tells us that we've used so many therms, we know that we are paying only for the actual heat we've used. A single therm, costing on average 1s. 11d., will:

- Cook eight Sunday dinners for four people;
- Provide eight hot baths;
- Run the average gas fire for eight hours;
- Give more than 60 gallons of hot water from a sink heater;
- Boil 250 pints of water; or
- Run a small refrigerator for a week.

Gas bill ups and downs

LIKE EVERYTHING else, your gas bill has probably gone up in the past ten years. The average cost per therm, for home or factory, has risen by two-thirds since 1949.

But the industry's own bill has gone up even more. The cost of the coal most gas is made from has nearly doubled. In May, 1949, it cost about £3 a ton. Now, the gas boards have to pay about £5 16s. a ton for it. Other materials used in making gas have gone up, too. So have transport charges, wages, and salaries.

So, in 1957/58, the gas industry had to meet a bill of £386,000,000. This was £175,000,000—83 per cent—more than it was in 1949.

If all these extra costs had been passed on to you proportionately, you would be paying 2d. a therm more than you are paying now—or, on average, an extra 1s. 9d. on every £1 of your bill. But, by steadily improving its efficiency

and productivity, the industry has absorbed about 10 per cent of these increases. For example, there are fewer workers than there were ten years ago—but the amount of gas available has gone up by 15 per cent. Similarly, the industry is steadily getting more gas out of every ton of coal it uses. But for that, it would have needed an extra 2½ million tons of coal last year—and, at £5 16s. a ton, that would have cost £14,500,000 more!

In these ways, the industry has kept the price of gas as low as possible—and helped to keep down the prices of the many goods gas helps to make.

As this leaflet shows, the improvements are still going on. The whole industry is making every effort to stop your bill going up again—and to bring it down at the earliest possible moment.



Workers who never strike

HAVE YOU EVER THOUGHT what it means to the workers when a local gas works closes down, when one central office replaces several local ones, or even when your meter is changed from pennies to shillings with the result that some of the meter man's visits are cut out?

When any of these things happens, a man may have to travel miles to a job that used to be just round the corner. He may have to move house and family—not to get a better job, but just to follow the one he has. He may even find himself no longer needed—“redundant”—in the industry he has served since boyhood.

Workers in the gas industry have had to face all that in the past ten years. It is part of the price paid for the streamlined efficiency needed to keep down costs and step up service.

It can be a heavy price for the workers and their families. Despite it, however, despite the vast upheaval reorganisation has meant for many thousands, the gas industry has maintained its long record of good industrial relations. It has never had a major strike among its workers.

One reason for this is that the industry believes in and operates collective bargaining. The pay and working conditions of every worker are settled by national agreements between the employers (the area gas

boards and the Gas Council) and the trade unions. Equally important, it operates a system of joint consultation between workers and employers—for example, when reorganisation is being planned.

Though there have been difficulties, the system has largely overcome them. When changes have meant reducing the number of workers, it has usually been possible to look ahead and to keep dismissals to a minimum by leaving unfilled the jobs that become vacant through normal retirements and resignations.

Where NALGO comes in

One of the trade unions that have helped to build up this system is NALGO—the National and Local Government Officers Association, which prepared this pamphlet.

NALGO is open to all employees of the nationalised gas industry except manual workers. It has several thousand members in the industry—people like those in our picture, as well as many others.

NALGO's gas members are part of the

biggest trade union of “black-coated” workers in the country—and one of the most responsible. For NALGO has well over a quarter of a million members, in local government, the national health service, new towns, water and bus companies, canals, ports, harbour boards, and the electricity supply industry, as well as in the gas industry. And, in the more than fifty years since it was founded, NALGO has never called a strike. Its constitution has no strike clause, and its members have always refused to add one: they believe that the force of argument is better than the argument of force.

NALGO believes that the interests of its members are bound up with those of the public they serve—with YOUR interests. That is why it has issued this leaflet to tell you how its members in the gas industry are helping to bring you the benefits of new methods and long experience.

NALGO believes you will agree that they are doing a good job—and that they deserve well of you, and of the industry whose future depends on their loyalty and skill.

NALGO IN GAS (continued from page 142)

of their fellow-members in the gas industry. Mention must be made at least of T. FEARNLEY, N.E.C., and R. W. ILEY, who were among the Association's first representatives on both the former and the present National Joint Councils; F. EADE, the present chairman of the national service conditions sub-committee for gas members; H. J. CLAY, former chairman of the Association's advisory panel for senior gas officers; and D. S. DAVIES, his recent successor.

The staff side secretaryships of the three negotiating bodies described have always been held by one of NALGO's professional officers, and the same is true of the appropriate secretaryships of many of the corresponding bodies set up for all these sections at area level.

On-the-spot help with appeals

Gas members have had good reason to appreciate the expert professional help "on tap" at the Association's 12 district offices. District organisation officers and their colleagues have always been on the spot to conduct the appeals made possible by the national negotiating machinery—appeals which have brought better pay and conditions to so many individual members. They have also worked untiringly to protect members from redundancy and other ill-effects of the reorganisation that has taken place in most of the area boards.

Gas staff redundancy has had publicity throughout the Association and has caused concern among NALGO members in all services. In spite of this—or perhaps because of it—the problems have been largely overcome in the great majority of the area boards affected. They have, however, shown how important it is to strengthen and make full use of the industry's provisions for joint consultation.

Gas gains are staff gains

No union is more clearly and firmly committed to the principle of joint consultation than NALGO, and no union has more right to ask to be taken fully into the industry's confidence. Whatever difficulties the past ten years have brought, NALGO has never allowed itself to be stampeded into denying one of its fundamental beliefs:

That whatever benefits the industry as a whole must also, in the long run, benefit its staffs. The reverse, of course, is also true: That whatever harms staffs will also harm the industry.

Now, as always, NALGO is ready to go forward with the industry in shaping a future that not only the industry itself, but the staffs who are so vital a part of it, can greet with confidence.

Arbitration plan goes long way to meet NALGO's need

THE Minister of Labour has kept his promise to NALGO and has introduced a new clause into the Wages Councils (Amendment) Bill—the title of which is now amended to Terms and Conditions of Employment Bill—to replace the "issues" procedure lost by the abolition of the Industrial Disputes Order.

The clause enables any "organisation of workers" which is party to an agreement or award on terms or conditions of service to report to the Minister wherever an employer fails to observe the established conditions; and enables the Minister to settle the claim by whatever means he thinks fit, including reference to the Industrial Court or back to the negotiating machinery if he thinks that this has not been fully used.

It thus goes a long way to meet our need of machinery to compel employers to observe negotiated agreements.

The clause also provides that:

- (a) a claim can be reported only by an organisation represented on the Whitley Council;
- (b) no claim can be reported in respect of terms or conditions fixed by statute. (*This excludes a claim on health service salaries*);
- (c) an award of the Industrial Court will operate from a date not earlier than that on which the employer was first told of the claim.

NALGO makes three points

Before tabling the clause, the Minister invited NALGO's views. It raised three points:

1. The proposed clause would not seem to provide for a claim against a local authority which refused to implement a decision of the appeals committee of a provincial council or the National Joint Council on an individual appeal.
2. The provision governing the operative date of an Industrial Court award took no account of the fact that some time might elapse before a staff organisation learned that a local authority was not implementing a national agreement, and that it would be still later, therefore, before it could make a "claim" on the authority to do so.
3. Registration officers were outside the scope of the provisions. (*They were, similarly, outside the scope of the Industrial Disputes Order.*)

Unfortunately, the Minister was unable to meet any of these points. He suggested that the difficulty over individual appeals might be overcome through an amendment of the Charter; maintained that the principle governing the operative date of the Court's award was based on that which had governed awards under the Industrial Dis-

putes Order, which had apparently worked satisfactorily; and saw no hope of amending the general provisions to cover registration officers.

The question of individual appeals has since been raised in the executive committee of the National Joint Council, and the employers have undertaken to consider it.

The point about the operative date of the Court's award has been taken up by the County Councils' Association, which is seeking an amendment of the clause to allow the Court to back-date its award to the operative date of the appropriate Whitley agreement. NALGO has asked Mr. John Woollam, M.P., to support the amendment.

Meanwhile, the Association is also taking action to secure alternative machinery to that provided by the "disputes" clause of the Industrial Disputes Order for the settlement of differences between the staff and employers' sides of negotiating bodies. Its aim is to establish machinery for voluntary arbitration within the constitution of each Whitley Council with which it is concerned.

The present position is as follows:

In local government, the joint secretaries have been asked to recommend amendments to the National Joint Council's constitution;

In gas and electricity, the constitutions of the negotiating bodies cover the point;

The New Towns Whitley Council has approved the provision in principle, and is likely soon to amend its constitution; and In the health service, the matter is still being considered by the General Council.

PENSIONS INCREASE**Deputation to Chancellor?**

NALGO and other interested bodies on the T.U.C. local government advisory committee are seeking more information from the Chancellor of the Exchequer about the government's proposals for helping public service pensioners, forecast in the Budget speech. They have asked him to receive a deputation on the matter as soon as possible.

NALGO's representatives had told the advisory committee on January 19 that the Association proposed to seek pensions increases on cost-of-living grounds. Because of this move by NALGO, a small sub-committee was set up to consider the views of other trade unions.

Conference will have an opportunity to debate the matter at Scarborough on the N.E.C.'s motion calling for a new Pensions (Increase) Act.

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

Service conditions news

LOCAL GOVERNMENT

by G. H. NEWMAN

Salary increases of £10-£50: general divisions merged

MORE pay for staffs covered by the Charter and the merging of the "lower" general division scale with the higher general division into a new general division scale are the main features of the salary agreement reached in the National Joint Council on April 15.

The revised scales, which are effective from April 1, give cash increases ranging from £10 a year at the bottom of the general division to £50 a year at the top stages of APT V.

Similar increases have also been agreed for miscellaneous grades and for road passenger transport inspectors and foremen.

The new general division scale—£210—£595—includes a qualification bar at £465. To progress beyond this, an officer must have passed the Local Government Examinations Board's entrance examination, or obtained the G.C.E. in three subjects at ordinary level (including English or English language; mathematics or a science or, in appropriate cases, a foreign language; and one other subject), or passed another preliminary examination recognised by the L.G.E.B. or National Joint Council, or passed the L.G.E.B.'s Clerical Division examination.

The new scales, set out here with the present scales to show how existing staffs will be assimilated, are:

General division

Old general division	Old higher general division	New (merged) general division
£	£	£
200	—	210
230	230	240
260	260	275
280	290	305
300	320	335
325	350	370
350	380	400
375	410	430
400	440	465
425	—	—
450	—	—
470*	470	495
490*	500	525*
	530	560
	560	595
Extended Scale		
	590	625
	620	655

* Existing officers in authorities applying the extended general division scales will progress, on a personal basis, to £525 on the new scale. New entrants will progress beyond the bar only if qualified.

New entrants will start at a salary commensurate with their ability and experience, and progress by annual increments. Officers qualified to progress beyond the bar, however, will not start lower than the second point of the scale, and no officer of 22 or over will receive a salary less than that provided by the eighth point of the scale (£430).

Clerical division

Grade I		Grade II	
Old	New	Old	New
£	£	£	£
365	395	640	670
390	420	670	700
415	445	700	730
440	470	730	765

Grade III

Old	New
£	£
730	765
760	795
790	825
820	855

Transitional scales for women

Women in the general divisions and clerical grades I and II (who will reach equal pay with men on January 1, 1961) will be assimilated on to transitional scales as follows:

Old general division	Old higher general division	New general division	
£	£	at 1.1.59	at 1.1.60
192	—	202	206
220	222	232	236
248	249	263	269
268	277	291	298
285	306	320	327
309	332	351	360
332	362	381	390
357	390	409	419
380	418	442	453
403	—	—	—
427	—	—	—
446*	446	470	482
466*	474	498*	511*
	503	531	545
	530	563	579
Extended scale		593	609
	560	621	638
	589	—	—

* Existing general division officers on extended scales.

Clerical I

Old	New	1.1.60
£	£	£
533	561	578
559	587	603
582	610	627
606	634	652

Clerical II

Old	New	1.1.60
£	£	£
608	637	653
636	664	682
664	692	711
691	724	744

A.P.T. division

	Old	New		Old	New
	£	£		£	£
I	575	610	II	725	765
	605	640		755	790
	635	670		785	820
	665	700		815	850
	695	730		845	880
	725	765		—	—
III	845	880	IV	1025	1065
	880	915		1075	1120
	915	955		1125	1170
	950	990		1175	1220
	985	1025		—	—
	1025	1065		—	—

	Old	New
	£	£
V	1175	1220
	1225	1275
	1275	1325
	1325	1375

Miscellaneous division

	Old	New		Old	New
	£	£		£	£
I	405	425	II	445	465
	425	445		465	485
	—	—		485	505
	—	—		505	525
III	505	525	IV	565	590
	525	550		585	610
	545	570		605	630
	565	590		625	650
V	625	650	VI	685	715
	645	670		705	735
	665	695		725	755
	685	715		745	775

Road passenger transport

Inspectorate grades

	Old	New		Old	New
	£	£		£	£
I	570	595	II	615	640
	590	615		635	660
III	640	665	IV	660	690
	660	690		680	710
V	680	710		—	—
	700	730		—	—

Foremen grades

	Old	New		Old	New
	£	£		£	£
I	505	525	II	540	565
	525	550		560	585
III	580	605	IV	630	655
	600	625		650	675
V	660	690	VI	690	720
	680	710		710	740

The merging of the general and higher general division scales necessitates some consequential amendments to conditions of service, and the N.J.C.'s executive committee will deal with these on May 20. At the same meeting, it will also consider the special salary scales applying to some officers whose posts are specially graded under paragraph 21(8) of the Charter and that applying to women telephone operators covered by the miscellaneous scheme. Local variations from the main scheme for some groups of officers in metropolitan boroughs and Middlesex county, and plusages paid by certain authorities with N.J.C. approval, will also be reviewed.

Plusages and extended scales

Other decisions of the N.J.C. included: Authority for the payment of the £40 industrial plusage to public health inspectors in Ince-in-Makerfield, Kirkby, and Mexborough urban district councils.

Permission to Birmingham corporation to continue paying for another twelve months the additional allowance of £60 to certain public health inspectors who are receiving the industrial plusage, and are fully employed on meat inspection in the city abattoirs.

Approval of the application by the Staffordshire Potteries Water Board to apply the extended general and higher general division scales to its staff.

Examination increments

The Council decided to amend the provisions relating to the payment of increments following examination success—which at present relate to "the first day of the pay period following the date on which the officer receives official notification of his success at the examination"—to provide for the payment to be made from the first day of the month in which the officer receives official notification of his success. The various paragraphs of the Charter relating to these provisions will, however, be reviewed by the N.J.C.'s executive committee this month in the light of the impact made by the revision of the structure of the general and higher general divisions as a result of the salary award.

Staffs of children's homes, etc.

It is hoped that the Standing Joint Advisory Committee for Staffs of Children's Homes will soon resume negotiations on the staff side's claim for improved salary scales. Consideration was adjourned at the last meeting of the Committee on February 5 and, since then, there have been discussions at secretarial level.

Insuring officers against injury

The N.J.C. has sent a circular to all employing authorities (No. N.O. 145, dated April 17) reminding them of its recommendation that insurance cover should be provided for officers exposed to unusual risks in the course of their duties (originally set out in Circular N.O. 120 dated March 9, 1955), and asking them to review their arrangements.

NEW TOWNS

by JOHN LANCASTER

Extra pay increase for senior officers now agreed

MEETING on April 14, the New Towns Whitley Council agreed salary increases, ranging from £24 to £118, for senior officers on grades APT VIII to XIII. The new scales, which take effect from October 1, 1958, are:

Grade	Old	New	Grade	Old	New
	£	£		£	£
VIII	1,139	1,163	IX	1,226	1,257
	1,195	1,219		1,283	1,314
	1,252	1,276		1,340	1,371
	1,309	1,333		1,397	1,428
	1,366	1,390		1,454	1,485
X	1,340	1,392	XI	1,454	1,527
	1,397	1,449		1,511	1,584
	1,454	1,506		1,568	1,641
	1,511	1,563		1,625	1,698
	1,568	1,620		1,682	1,755
XII	1,568	1,657	XIII	1,682	1,800
	1,625	1,714		1,739	1,857
	1,682	1,771		1,796	1,914
	1,739	1,828		1,853	1,971
	1,796	1,885		1,910	2,028
				1,967	2,085

The settlement takes into account all relevant factors at October 1, 1958, and the new scales, by and large, achieve parity with the local government senior officers' scales A—F, recently awarded by the Industrial Court. This discharges the outstanding reference from the Industrial Disputes Tribunal last year when it made the all-round award of 3½ per cent from April 1, 1958, and referred back the question

of larger increases for grades APT VIII to XIII to be reconsidered in the light of any agreement on the local government chief officers' salaries.

The two sides had difficulty in reaching agreement on the operative date of the award. Although the I.D.T. reference tied it to the local government award, which took effect from August 1, 1958, the employers' side pointed out that the new towns senior officers had had the benefit of the 3½ per cent arbitration award from April 1, 1958. As agreement had been reached on parity with local government, they contended that new towns officers should not be better off than the comparable local government officers, and that, therefore, an equitable date would be one some months after August 1, 1958. The staff side accepted the point and pressed for October 1, which was eventually conceded by the employers.

General pay claim

The general salary claim, for all grades below APT VIII, was again deferred at the request of the employers. It is understood that they were awaiting the outcome of the local government claim, which was settled on April 15. Another meeting will be held shortly.

Designated chief officers

The Chief Officers' Committee also met on April 14 to consider the claim for increased salaries which was submitted in April, 1958. This had also been deferred until the local government chief officers' claim had been settled at arbitration, but the employers were still unable to make an offer or comment on the staff side's claim, and asked for further deferment. The staff side agreed, on the understanding that the committee would meet to consider it within one month.

TRANSPORT

Potteries' pay increases: Tillings agreement discussed

ALTHOUGH the management of the Potteries Motor Traction company has not yet officially recognised NALGO as representing the interests of its salaried staff, the Association made strong representations on their behalf for increases in salary after the weekly paid staff had been granted pay increases last August. It is pleasing to note that the management has now awarded increases ranging from £25 to £50 a year.

Efforts to secure recognition are continuing, and local members of Parliament have been asked to support NALGO's claim in a fresh approach to the management. Those who have so far replied promise to do what they can as soon as possible.

TILLINGS AGREEMENT

Discussions continuing

Officers of NALGO, T.W.G.U. and N.U.R. have met the Tillings executive on a number

New Towns Bill

NALGO has written to every member of Parliament on the standing committee of the House of Commons which is now considering the New Towns Bill, seeking his support in the Association's efforts to secure compensation for officers who are made redundant, or whose pay is reduced, as a result of the measures proposed in the Bill. It has also asked new towns branches to approach their M.P.s.

A special panel of the national service conditions committee has been appointed, with power to take any action it considers necessary in connection with the passage of the Bill through Parliament. The panel consists of N. W. BINGHAM, chairman of the national service conditions committee, J. G. ILES, chairman of the N.E.C. law and parliamentary committee, and A. E. NORTROP, staff side chairman of the New Towns Whitley Council.

The Association took these steps after the Minister of Housing and Local Government had declined to include in the Bill provisions to protect staff affected by the winding up of the development corporations. NALGO had asked that the Bill should include a clause empowering the proposed Commission for New Towns to employ staff, provide for the transfer of present staffs to the Commission and local committees, and provide for payment of compensation to officers who are not transferred or who lose income on transfer.

The Minister replied as follows:

No special clause was needed to empower the proposed Commission to employ staff: the power was implied in the Bill.

He was not prepared to tie the hands of the Commission in its selection of staff by providing for the transfer of present staff to the Commission and local committees, but he would draw the attention of the Commission to the needs of new towns staff, and to the advantages of employing them.

He could give no assurance on payment of compensation to officers adversely affected by the new measures, beyond confirming that the proposed Commission would take over any liabilities, including liabilities to staff, to which the transferring corporations were subject immediately before the date of transfer. This, however, would not safeguard any staff made redundant before that date in anticipation of winding up.

by JOHN LANCASTER

LOCAL GOVERNMENT—contd. from previous page

VALUATION PANEL CLERKS

AS A RESULT of representations by NALGO, the Minister of Housing and Local Government has agreed to increase the salaries of full-time valuation panel clerks as from August 1, 1958.

The revised scales are as follows, the figures in brackets being the number of hereditaments:

Class 3 (85/125,000)	£1,240 x 60 (2) x 30—£1,390
Class 4 (125/170,000)	£1,310 x 60 (2) x 55—£1,485
Class 5 (170/230,000)	£1,385 x 60 (3) x 55—£1,620
Class 6 (230/330,000)	£1,520 x 60 (3) x 55—£1,755
Class 7 (330/500,000)	£1,655 x 60 (3) x 50—£1,885
Class 8 (Over 500,000)	£1,790 x 60 (4) x 55—£2,085

Assimilation will be to the corresponding point of the old scales as at July 31, 1958.

A salary claim for staff on all other grades has been submitted to the Minister.

MEDICAL OFFICERS OF HEALTH

SALARY INCREASES for medical officers of health have been recommended by the Medical Whitley Council (Committee C) to take effect from August 1, 1958. Increases are from 9 to 18 per cent, and the new commencing salaries range from £1,930-2,195 (not exceeding 75,000 population) to £3,065-3,605 (400,000-600,000 population). The new scale for senior medical officers is £1,660-2,200 and for assistant medical officers, £1,150-1,640.

DENTAL OFFICERS

A 10 PERCENT increase for dentists employed by local authorities has been recommended by the Dental Whitley Council with effect from August 1, 1958. New scales are: dental officers, £1,100-1,735; area dental officers, £1,790-1,845; chief dental officers, between £1,900 and £2,230, depending on the population served.

of occasions to discuss an agreement to cover salary negotiations. The last meeting was on April 7; another is to be held soon.

MOTOR FUEL TAX

NALGO's views "noted"

The Chancellor of the Exchequer has "taken note" of NALGO's representations to the government for a reduction in motor fuel tax. It is regrettable, however, that no reduction was made in the Budget.

INLAND WATERWAYS

N.J.C. representation

The national service conditions sub-committee has again appointed E. W. KEMPTON and myself to represent NALGO on the National Joint Council for the Salaried Staff of Waterways Divisions.

SERVICE CONDITIONS REVIEW

Service conditions developments in all services are summarised below. Members will find details of those in their own service on preceding pages.

LOCAL GOVERNMENT

PAY INCREASES, ranging from £10 to £50, and a merging of the general and higher general divisions into a single scale, with a bar for unqualified staff, have been agreed for Charter grades with effect from April 1. The new scales are:

General division: £210-595 (£655 where the extended scales apply), with a bar at £465 for unqualified staff (£525 for existing staff of authorities applying the extended scales). Qualified staff begin not lower than the second point—£240.

Clerical division: I £595-670; II £670-765; III £765-855.

APT division: I £610-£765; II £765-880; III £880-1,065; IV £1,065-1,220; V £1,220-1,375.

Miscellaneous: I £425-465; II £465-525; III £525-590; IV £590-650; V £650-715; VI £715-775.

Transport inspectors: I £595-615; II £640-660; III £665-690; IV £690-710; V £710-730; foremen—I £525-550; II £565-585; III £605-625; IV £655-675; V £690-710; VI £720-740.

The N.J.C. also agreed to allow:

the £40 industrial phasing to be paid to public health inspectors in Ince-in-Makerfield, Kirkby, and Moxborough urban district councils.

Birmingham corporation to continue paying for another 12 months the additional £60 to public health inspectors employed full-time in the city abattoirs.

Staffordshire Potteries Water Board to apply the extended general and higher general division scales.

Increases for medical officers of health, ranging from 9 to 18 per cent, have been recommended by the health service Medical Whitley Council (Committee C) with effect from August 1, 1958. New commencing salaries range between £1,930-2,195 (not exceeding 75,000 population) to £3,065-3,605 (400,000-600,000 population). New scale for senior medical officers is £1,660-2,200 and for assistant medical officers—£1,150-1,640.

A 10 per cent increase for dentists employed in local authorities has been recommended by the Dental Whitley Council with effect from August 1, 1958. New scales are: dental officers £1,100-1,735; area dental officers £1,790-1,845; chief dental officers, between £1,900 and £2,230, depending on the population served.

Improved salaries for full-time clerks of valuation panels have been agreed by the Minister of Housing and Local Government with effect from August 1, 1958. The new scales are:

Class 3 £1,240-1,390; 4 £1,310-1,485; 5 £1,385-1,620; 6 £1,520-1,755; 7 £1,655-1,885; 8 £1,790-2,085.

NEW TOWNS

SALARY INCREASES, ranging from £24 to £118, have been agreed for senior officers on grades APT VIII to XIII, from October 1, 1958.

TRANSPORT

PAY INCREASES, ranging from £25 to £50 a year have been granted by the management to the salaried staff of the Potteries company.

ELECTRICITY

THE STAFF SIDE has asked the N.J.C. to revise the general clerical scale in the light of recent changes in comparable civil service salary scales and to make appropriate changes in other electricity scales. The claim will be considered by the N.J.C. on May 26.

NALGO has asked the Electricity Council to consider a number of improvements to the Electricity Supply (Staff) Superannuation Scheme, including increased widows' pensions and children's benefits, earlier retirement, and an automatic cost-of-living adjustment.

GAS

FOLLOWING the Chancellor's budget reference to public service pensioners, the staff side of the N.J.C. has asked the Gas Council for immediate increases for gas industry pensioners.

The officers' side of the Senior Gas Officers' Joint Council has decided not to press for a redundancy agreement for senior officers, since the

Readers' Forum

NEW PAY AWARD

"Departure from policy"

THE SETTLEMENT agreed to by the staff side of the local authorities' National Joint Council of April 15 appears to depart from NALGO's salaries policy, adopted by Conference in 1957 and endorsed last year. The following extract from paragraph 29 of the N.E.C.'s White Paper is worth quoting:

"The Council considered that . . . there should be some concentration on the position and claims of the upper half of the salary structure as a whole and, in particular, the A.P.T. division."

By accepting an award which gives increases of 5 to 6 per cent at most stages of the general division, but less than 4 per cent in the higher ranges of the A.P.T. grades, the staff side has not only failed in its objective, but has contributed to a worsening of the relationship between the two halves of the salary structure.

H. A. RICHARDS

Honorary secretary,
Winchester city branch.

This and other aspects of the agreement are discussed in the leader on page 135 of the local government edition, and will doubtless be considered at greater length at the pre-Conference meeting of local government delegates.

LIBRARIANS' GRADING

"A breach of faith"

NALGO'S REPLY to the protests of the Library Association at the new national grading for public library staffs makes sad reading, and seems hardly likely to encourage new recruits to the library profession to join the union. This was a decision affecting a complete cross-section of the public library service, involving many hundreds of branch librarians, senior assistants, reference librarians, cataloguers, and the like. The original 1951 award

area boards have undertaken to treat them on an individual basis, as in the past.

HEALTH

THE STAFF SIDE of the Administrative and Clerical Staffs Council is seeking full implementation of the new salary structure for general grades from July 1, 1958 (instead of on the "instalment plan" awarded by the Industrial Court last year) and reconsideration of salary scales in the light of increases recently agreed in other comparable services. These proposals will be considered by the Whitley Council on May 13.

The report of the fact-finding committee investigating designated officers' pay is now available.

The new scale for personal secretaries doing duties equivalent to the full clerical grade, and for supervisors responsible for not more than six typists, shorthand typists or machine operators, is £475 x 25(5) x 30—£630; Supervisors responsible for more than six but less than 20—£550 x 25(5)—£675; those responsible for more than 20—higher clerical grade. Secretaries and supervisors whose responsibilities are equivalent to those in the higher clerical, general administrative, executive I or executive II are to be so graded.

Storekeeper clerks' new salary scales are: Grade 1—£465 x 25(4) x 10—£575; Grade 2—£500 x 25(4) x 10—£610; Grade 3—£540 x 25(4) x 10—£650; Grade 4—£575 x 25(4) x 10—£685. Final assimilation date, July 1, 1959.

The difference on radiographers' salaries has been referred to the Industrial Court.

The four per cent claim for "protected" chief laboratory technicians, taken to the Industrial Court in March, was rejected.

—from which the present claim stemmed—resulted in 328 upgradings to A.P.T. III alone (according to the Library Association Record, August 1953). Most of these posts have now been assimilated back to A.P.T. I, and to suggest that this new award will result in "at least 65 upgradings" is little consolation for the large body of members holding posts which have lost ground and are back in the pre-1951 position. NALGO regards this as "a significant move forward." I would suggest that our representatives have missed (or ignored) the true significance of their action.

The excuse made for accepting the employers' offer was that, since the Library Association was prepared to accept A.P.T. II for an officer supervising a staff of five, obtaining this grading for a staff of six was as near as dammit! What has been glossed over is the fact that the Library Association, in the hope of reaching a compromise solution, had reluctantly advanced its figure from three to five staff—but that this was the absolute limit to which it was prepared to go. That NALGO, knowing this full well, and knowing that the proposed award was not acceptable to the Library Association, should have accepted the employers' offer can only be regarded as a breach of faith.

To those of us who have long been staunch supporters of NALGO, the realisation that the welfare of a few hundred librarians is of little account in a quarter of a million members comes as a bitter blow from which we shall not easily recover.

P. D. POCKLINGTON

Borough librarian,
Bebington.

BOTH NALGO'S and the Library Association's statements on the negotiations and settlement have been widely circulated, and there is nothing more that can usefully be said at this stage. It is true, of course, that many librarians who were graded on APT III in 1951 (scale £450-£495) are now on APT I (£610-£765). This is the result of the two changes in the salary structure made in 1954 and 1957, which affected all similarly-graded staff in the same way, and has been recognised as the inevitable consequence of reducing the number of APT grades from eleven to five. Where librarians, as a professional group, differ from many other APT staffs is that special efforts have been made on their behalf to improve their grading. These have resulted in a slight betterment for some, and although the staff side does not regard the recent settlement as satisfactory, it can justifiably describe it as "a significant move forward."

A QUALIFIED SERVICE

Do we want it or not?

AN important section of the Charter—paragraph 28, "Appointment and Promotion"—affects all members. Yet it appears, in recent years, to have been ignored by both NALGO and the employers. Rightly or wrongly, NALGO supported its inclusion in the Charter and the principle of a qualified service, but it now adopts a neutral attitude towards its implementation, while the employers either ignore it or follow it to the letter, as they wish.

Through its education policy and correspondence institute, NALGO has actively encouraged members to study for promotion, with the result that local government has too many qualified officers for the number of higher-grade posts available. The position is aggravated by authorities appointing or

promoting unqualified staff to the detriment of qualified officers, often without protest from the NALGO branch concerned. The interests of most older officers have been adequately safeguarded by the terms of paragraph 28. If NALGO still believes in a qualified service, it should not allow employers, by means of local arrangements, to avoid carrying out the terms of a joint agreement.

L. A. STOKES

Public health department,
Croydon

NALGO still believes that a qualified local government service is best for everyone concerned. It is, in the first instance, the responsibility of branches to watch appointments and promotions and, where local authority ignores the provisions of Paragraph 28 of the Charter, to report the circumstances to their district organisation officer.

EARLIER RETIREMENT

Teachers' example

A SCHOOLMASTER may retire from teaching at any age, so long as he has completed 30 years approved service (20 years for a married woman), and leave his contributions in the superannuation fund. His lump sum and pension become payable when he reaches the age of 60, or, if he dies before then, the contributions become repayable. How's that for an objective?

E. WALTERS

Poole, Dorset.

A similar proposal is among the proposed amendments to the superannuation scheme which NALGO is shortly to discuss with the local authorities' associations.

EQUAL PENSIONS

A joint solution?

E. E.'S LETTER in the March Public Service exemplifies what many single men and women think—quite mistakenly, of course—when he protests that married men with children receive so many extra benefits from the state and its social services at the single person's expense. This argument is fallacious, for it is the present working generation which provides the money to pay the pensions of those now in retirement. The only real hope single people have of receiving a pension when they retire is that there are enough young people—working, earning, and paying taxes for their benefit. Thus, married men with families are contributing to the ultimate benefit of those not so blessed.

So get together, single ladies and gentlemen, and earnestly consider your problem, if only for self-insurance. In unison it can be resolved!

R. L. DONALDSON

Cheshire branch

PENSIONS INCREASES

Not for L.P.T.B. pensioners

I WAS pleased to read in the February journal that NALGO was to seek further increases for public service pensioners. The Chancellor of the Exchequer's recent announcement that he hoped to improve these pensions gives NALGO an opportunity to press its claims. I hope that, in doing so, it will consider the plight of officers like myself who were compulsorily transferred from local authority transport departments to the London Passenger Transport Board under the 1933 Act.

This Act allowed a transferred officer to remain within the superannuation fund of his original local authority, if he so chose, and to enjoy all its legal or customary rights and privileges. This meant that, on retirement, the regulations of his former authority would apply to him as though he had retired from the authority at that date.

I retired from the London Transport Execu-

tive in 1953, and, having elected to remain within my old authority's scheme, received my pension from the council. But when the 1956 Pensions (Increase) Act took effect, I found I was entitled to an increase based only on my years of service with the authority up to the time of my transfer. My twenty years with the L.P.T.B. could not be taken into account without ministerial authority, although I had paid full contributions to the superannuation fund for the whole of that period.

I hope that NALGO will be able to take some steps to redress this injustice.

W. GUSSIN

202 Grange Road,
Ilford, Essex.

When the Pensions (Increase) Act, 1956, was before the House of Lords, Lord Burden, on NALGO's behalf, sought the inclusion of these retired officers within its scope, but he was told that the government would take no action unless asked to do so by the London Transport Executive. The

British Transport Commission has not yet sought to increase the pensions of its former employees and, until it does, NALGO can make no further progress on these retired members' behalf. It will, of course, take this new opportunity to press their claim again.

CAYTON BAY

"Leave to judgment of delegates"

MY BRANCH does not agree with everything contained in the statement issued by the National Executive Council about Cayton Bay, and intends to challenge it at Conference. May we, therefore, ask all branches not to instruct delegates how they must vote on this issue, but leave it to their judgment after hearing the arguments on both sides and, if they feel inclined to do so, visiting the centre?

J. MOORE

Honorary secretary,
Eston branch.



all the answers about

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Come to NALGO's schools at Oxford and Cambridge for Practical help in day-to-day work

LAST YEAR, NALGO summer school students overflowed the boundaries of Trinity Hall, Cambridge, into a neighbouring college. The record number attending the school must have carried good reports to their friends and colleagues, for requests for places at this year's Oxford and Cambridge schools are already pouring in. Indeed, owing to the interesting programmes which are developing, the education officer doubts whether, even with two schools, he will be able to fit in everyone who wants to come—so members are advised to send in their applications early.

The Oxford course, to be held at Balliol College from August 12-19, is primarily intended for those who have administrative responsibilities or, having a professional or technical qualification, hope to obtain an administrative post. Under the general title "Working together," current problems in the management and administration of the public services will be discussed.

"The rôle of the administrator" will be considered by SIR NOEL F. HALL, Principal of the Administrative Staff College. SIR G. SCHUSTER, chairman of Oxford Regional Hospital Board and author of the recent Acton Society Trust report on creative leadership in the hospital service, will discuss "Leadership in the public services." "Problems of internal financial control" will be considered by L. E. HOLMES, treasurer, Orpington urban

district council; and R. W. REVANS, professor of industrial administration at Manchester College of Science and Technology, will lead a discussion on the "Application of work study to the public services."

Other topics will include "Management and the specialist," "Principles of departmental organisation," "Purchasing as an aspect of management," and "Education and staff training." There will be discussion periods after the lectures, and group study of matters of common interest, including committee work, organisation and methods, and report writing.

The programme for the Cambridge school, to be held from September 17-24, will be on similar lines to that of recent years. Some of the professional organisations are helping to arrange study groups which will enable members to consider the current problems of their particular service and methods closely related to their day-to-day work. Here are some examples of the programmes:

HOUSING: Principles of management; housing finance and accounts; rehousing—slum clearance and overspill; maintenance and repairs; social aspects; and housing forum.

FINANCE: Functions of the chief finance officer; organising the department; relations with government departments; capital finance; reorganisation; internal financial control.

SUPPLIES: Economic basis of purchasing; significance of price; what is a contract?; purchasing policies; stores control; purchasing and management.

EDUCATION: Structure of the service; secondary education; further education; ancillary services; developments and priorities; practical problems.

Other groups will study education, public health, rating, child care, registration, and social welfare. There will also be an introductory course for students starting their studies for the **Intermediate examination of the Diploma in Municipal Administration.**

NALGO scholarships

Both the Oxford and Cambridge courses are intended to be of practical help to members in their everyday work, whatever their position. They should not hesitate, therefore, to apply to their employing authorities for financial assistance to attend. Last year, no fewer than 90 members from 59 different authorities received assistance towards the cost of attending the Cambridge school.

NALGO is offering twelve scholarships—six for each school—to the value of the full fee of £15, and six scholarships worth up to 75 per cent of the fee for the Intermediate D.M.A. course at Cambridge. **The closing date for applications for scholarships is May 30.** The education officer will send fuller details about the scholarships and the school programmes to any member who writes to him at 1 York Gate, Regents Park, London, N.W.1.

NCI NEWS • NCI NEWS • NCI NEWS • NCI NEWS

We quote from a civil servant's letter published in the Spring edition of NCI News

"Correspondence tuition is for me a hitherto unencountered facet of trade union activity, and for this reason I have read your explanatory leaflets with great interest. I must say that I have always tended to regard with suspicion and perhaps distrust the claims and promises of commercial correspondence organisations, and I found it a novel experience to be able to take at face value the statements made by NCI, knowing that they were backed by the integrity of a responsible trade union. Your fees are a shade higher than some, but, as you are a non-profit making concern, I am confident that I can accept that this is reflected in the quality of your tuition. Certainly the results you quote would appear to bear out this assumption."

G. W., LANCs

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How different from us!—those "Other NALGOs"

HOW DULL must seem the real NALGO to those readers who accepted our invitation to suggest other meanings for its initials! Their invention—fortunately far-fetched, or nastily near-the-mark—makes an anthropologist's nightmare of gregarious gallimaufry.

Each letter, it seems, could shelter enough quirks of human nature to people a prize-winning play or keep a Sunday newspaper going throughout the silly season. We had nudists and nihilists; alcoholics, agitators, aunts, and Arabs; lags and leers; gazers, gangsters, grumblers, and ghouls; oddities and obstructionists.

Societies ranged from the "Nubile Arabs' Last Grab Oasis" (Fees: 1,001 nights—I sultana, with reduced tariffs for caliphs) conjured up by PETER HOGGETT (St. Marylebone) to the "Nuclear Advancement League for General Obliteration" (Annual membership fee, £40,000,000) deprecated by R. W. GUY (Middlesex county).

It's magic!

PHILIPPA NOWILL (Rotherham), led a brilliant field to win first prize of a guinea for an entry that combines fantasy with fidelity to its great original:

NECROMANCERS' ALLIANCE AND LADIES' GUILD OF OCCULTISTS

A trade union for all practitioners of the black arts, with 251,682 members organised in branch covens. There is an elected Supernatural Executive Council.

NALGO has achieved many striking transformations in operating conditions. It is at present negotiating for:

- i. Improved nomenclature—warlocks to be peace-locks, mediums to be first-raters;
- ii. Periods of invisibility to reckon as contributory service for pension purposes;
- iii. Double-double time on the witches' sabbath.

Education projects include the promotion of charm schools, spelling bees, and sorcerers' apprenticeship schemes.

Members support a Malevolent and Changelings Fund.

Eyes crossed!

Prizes of half-a-guinea each go to these four entries (slightly shortened):

NATIONAL ASSOCIATION OF LOOKERS, GAZERS, AND OBSERVERS

Recently formed for the benefit of those who enjoy watching people dig holes in the road. **Membership:** Open to anyone (except those who dig holes in the road). **Qualifications:** Ability to stand, without flinching, one foot away from a pneumatic drill and the foreman's remarks. **Meetings:** At all times when other people are working. **Badge:** Crossed eyes, rampant, upon a section of scaffolding. **Equipment:** Comfortable shoes, shooting stick (if desired). **Song:** "Don't knock the rock!"

MISS B. MANGAN (Derby gas)

NOTHING ACCOMPLISHED LANGUISHERS GO-SLOW ORGANISATION

Only applications from persons too indolent to write considered. Highly-polished backsliders automatically accepted. Rambles for wandering minds, couch cricket for eyelash-batters, and flights of fancy, are not likely to be arranged. Members can make use of rest camps to be found in any lassitude or loungitude. **Aims:** None. **Equipment:** Yawners' jawproppers and Don't-do-it-yourself kits. **Motto:** "He who rises last lies longest." **Subscription:** Any unearned income. A membership card

This month's competition

ETHICAL-METRICAL

set by

STANLEY A. HOLLAND (Birmingham)

PRIZES TALLING three guineas (to be awarded at the editor's discretion) are offered for the best extracts (limit, eight lines) from imaginary poetical versions of the NALGO code of "Ethics for the Officer." This, for the information of members without a NALGO diary, is as follows:

"The first duty of an officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer. For that conduct public service is entitled to demand the highest standard."

"The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives."

"From this it follows that the officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty."

"He is not to subordinate his duty to his private interests, or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed."

"He should be courteous to all with whom his duties bring him in contact."

"The public expects from the officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that that expectation is fulfilled."

Entries, giving name, address, and branch, must reach Public Service, 1 York Gate, Regents Park, London, W.1, by June 1. The editor's decision is final.

need not be expected, as both secretary and treasurer (sleeping partners) are highly qualified. **Sweating prohibited.**

MRS. E. S. WELCH (Durham R.D.C.)

NITWITS AND LOCAL GOONS' ORGANISATION

Offices, at corners of Henry and Minn Streets, consist of two dirty basement rooms, where local Goons meet every time the moon appears to be made of green cheese. **Subscription:** A cardboard replica of an X-ray of a cup-final ticket for 1908. **Topics for next meeting:** "Why did the chicken cross the road?"

and "Are our grandfathers descended from long, tall Chinamen?" **Motto:** "Long live Moriarty and Money!" **Song:** "I'm walking backwards to Ying Tong." **Badge:** Life-size photograph of a carbon copy of Eccles and Bluebottle in cub uniform.

MAVIS AXON and BARBARA CLAPHAM
(North Western Electricity Board)

NATIONAL ALLIANCE OF LAZY GARDEN OWNERS

Protective society for enthusiastic non-working garden owners. **Membership:** "Ordinary" (with small, unkempt gardens) and "Par excellence" (with large areas of tangled undergrowth). **Equipment:** Large empty greenhouse for aimless pottering and meetings of NALGO. **Meetings:** Any time members would otherwise have to be gardening. **Qualifications:** Ability to discuss, learnedly and incessantly, the faults of all entries in all flower and vegetable shows. **Subscriptions:** Price of one round at each meeting. **Important note:** Members discovered growing plants which cannot be classified as weeds will be instantly expelled.

MISS E. P. KELLY (Glasgow gas)

They don't dig!

Honourable mentions (also shortened):

NATURAL AVERSION TO LOUD GUITARISTS ORGANISATION

Aim: To get a square deal for "squares." **Activities:** Breaking records. **Meetings:** Never anywhere "cool." **Members** must prove themselves as tough as Steele, as Wilde as heather. Ability to dig not essential. Must be prepared to instigate 78 revolutions per minute. **Motto:** Nil carborundum! ("Don't let the rock grind you down!")

ANDREW A. ERSKINE (Lanarkshire)

NOVEL AMALGAMATION OF LADIES' AND GENTLEMEN'S OUTFITTERS

For equality between the sexes and economy in dress. **Products:** Bowler berets, beau ties, belle bottoms, spliced skirts, bikini blouses, camishirts; fancy folding farthingales, knickerbocker glories, trapeze trunks, sack slacks, etc. **Badge:** Scissors sinister and rampant over buttoned bras gules with sock suspenders sable.

W. E. LISLE BENTHAM (Lewisham)

Some competitions based their societies on the preoccupations of the real NALGO. OLIVE COATES (Romford hospitals), for example, suggested a "Non-Associating Lot of Grumbling Optimists," with membership restricted to non-members of NALGO and with the motto: "Why join? We get the rises anyway."

Most, however, chose to spread the net wider. STANLEY A. HOLLAND (Birmingham) exposed the "Nether Ambleswick Litter and Garbage Organisers," who offer an annual prize for the largest item deposited at a beauty spot (won in 1958 with a derelict grand piano). J. GIBBON (also Birmingham) suggested a "Nicked Again League of Gutter Oilers," with bumper-to-bumper rallies each market day.

Topsy-turvy

Finally, G. M. RUSSELL (East Lothian) described a body whose members "believe that no gnus is good gnus, but that things may seem less bad if a worm's eye view is obtained by standing on one's head. They hold an annual jamboree at a seaside resort and, after a ceremonial feast of pie in the sky, all repair to the beach to practise standing on their heads, but succeed only in burying them in the sand." Naturally, a group so completely the opposite of the real NALGO had to convey this in its title: OGLAN—"Ostriches and Gnus' League of Ambivalent Nolition."

MY BOOKSHELF

by LAURENCE WELSH

ESSEX VERSUS THE SEA

Archivist tells magnificent story of combined operations in the 1953 flood disaster, and gives a warning for the future

THROUGHOUT the centuries, whenever men have asserted that our sea defences were impregnable and been proved wrong, they have maintained that the waters rose higher than ever before. So it was in 1953, when the last great floods burst over East Anglia, destroying lives and homes and ruining land. And now that flood, like its predecessors, has passed into history. Have we learned anything from it? One thing, at least: that the sea will not be tamed, and that worse may yet happen.

So says MISS HILDA GRIEVE in her monumental record of *The Great Tide*, produced by Essex County Council (30s.). Miss Grieve, who is a senior assistant archivist in the Essex Record Office, tells a magnificent story of combined operations by the police, local authorities, utility services, and armed forces who, along with thousands of un-named volunteers, joined hands to warn, rescue, comfort, and succour victims, and to repair damage. She omits nothing; here is at once a comprehensive account of the course of events, a commentary on causes and remedies, and a tribute to those who met the disaster.

Could it have been prevented? Indeed it could. If mankind were more willing to

surrender present pleasures in order to insure against future risks, the defences could have been made invulnerable. Has this been done, even now? A high-powered committee, headed by Lord Waverley, has reported on the floods. It recommended closer unity between the authorities; better scientific investigation of the risks; and more money for preventive measures. But it worked on the 1953 levels as "the maximum against which protection can reasonably be afforded." It cost £5½ millions to make good the damage. If one were sure that enough had been done, that might seem a modest sum.

Odd—but not absurd

A BOOK for connoisseurs of political thought and of lucid and witty English is C. H. SISSON's *The Spirit of British Administration* (Faber, 21s.).

Mr. Sisson, himself a civil servant of distinction, has been about the world and seen other systems. He finds the British "odd but not necessarily absurd." He deals with the top layer only—the 2,500 administrators who take major decisions and advise ministers on policy. He advocates the British practice of choosing them from the ablest

university students, and not requiring them to have made a specialised study of governmental subjects: training them in the practical arts of administration; encouraging them to apply their minds to the essence of whatever business comes up; and leaving them to draw on the services of experts and to unify their activities.

All the time, Mr. Sisson emphasises, the civil servant is the servant of his minister, whose position in parliament must not be jeopardised. That means that the civil servant's actions, for which the minister is responsible, must be such as will win parliamentary support. Mr. Sisson has many revealing and often entertaining things to say about the way this is done, and he makes a strong case for his view that the British form of public life gets a good deal nearer the heart of democracy than continental techniques which, on the surface, seem more efficient.

Tips for Conference?

EFFECTIVE PUBLIC speaking is largely a matter of common sense, but it is possible to learn some of the rules by reading books. Despite its odd title, *Briefing and Conference Techniques*, by GLENN N. LONEY (McGraw-Hill, 31s.) contains much that can be helpful. Delegates to a NALGO conference can learn from it not to overload their speeches with detail or to talk too long, and always to remember their aim—to win the sympathy of their hearers. They can best do so by quickly getting to the point and quickly disposing of it!

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FEBRUARY'S PRETTIEST NEW MEMBER



MEET ELIZABETH ALLSOPP, judged the prettiest girl to join NALGO in February, and winner of the £2 2s. prize in our monthly competition.

Elizabeth, who is 19, is a machine operator in the accounts section of S.E. Division Headquarters of the Central Electricity Generating Board at Kingston-on-Thames, and a member of S.E. Division Electricity branch.

She was closely rivalled in the judges' marking by BARBARA TAYLOR (below), 18-year-old shorthand-typist at Huddersfield county borough council, and NORMA BAILEY of Blackpool branch, who is a wages clerk at Blackpool and Fylde hospital management committee.

The results of the March competition will be published in the June *Public Service*.

MR. M. R. JAIN, assistant cataloguer at Walthamstow central library, has been chosen as the best-looking man recruit to enter the February competition, and he also receives a prize of £2 2s. His photograph will be published, with that of the March winner, next month.



Without comment

"Your beauty competitions are degrading to local government officers and could make NALGO the laughing stock of the trade union world."—Branch letter to *Public Service*.

"The latest example of new-style trade union recruiting methods will be seen in London on Friday when the National Union of Bank Employees are staging a demonstration on women's aids to beauty. . . .

"Does a girl really have to be told about the different shades of lipstick before she can be interested in equal pay? . . . The N.U.B.E. have found that the answer is generally 'yes' . . .

"In Birmingham more than 1,000 women bank workers attended a fashion parade, a demonstration of aids to beauty, and a display of new hair styles . . . The branch chalked up a 14 per cent increase in women's membership, compared with a mere 3 per cent rise in the national figure."—*The Times*, April 15.

SCOTTISH NOTES

Perth gas branch retains the B. & O. fund trophy

FOR THE second year running, Perth and district gas branch has won the Mary Forsyth Trophy for the highest contribution per head to the Benevolent and Orphan Fund. The branch, which has about 80 members, contributed no less than 14s. 3d. per head last year, establishing a clear lead over the runners-up—Port Glasgow (10s. 11.1d. per head) and Aberdeen gas (10s. 5.2d.). Receiving the Trophy on behalf of the branch from WILLIAM J. IRONS, chairman of the district B. & O. Fund sub-committee, at a meeting of the district committee on April 11, A. LANGLANDS said that every member of his branch contributed to the Fund: they all appreciated its good work and paid their contributions gladly.

The other two branches were awarded certificates of merit. In congratulating all the winning branches, Mr. Irons also paid tribute to Glasgow branch, which last year contributed the magnificent sum of £1,119 to the Fund.

PROBATION OFFICERS

Arbitration case lost

I AM SORRY to report that the claim submitted to arbitration on behalf of senior probation officers in Scotland for parity with their counterparts in England and Wales was not upheld by the Tribunal.

This was one of five disputes recently settled at arbitration, and at the district committee meeting the chairman, D. GALBRAITH, complimented JOHN ROBSON and his staff on their handling of this unprecedented spate of cases.

PRESIDENT IN SCOTLAND

Five-day tour this month

A. E. NORTROP, President of the Association, will tour Scotland from May 25 to 29. His itinerary will include visits to Ayr, East Kilbride, Glasgow, the Border Counties, and Angus.

P.R. CONFERENCE

Group discussions

FIFTY-TWO branch delegates attended the second district public relations conference in Perth on March 21. Also present were MISS HILDA MONAGHAN, chairman of the district P.R. Committee; D. GALBRAITH, chairman of the district committee; H.

Scottish gas branches lead in recruitment drive

WINNER of the £2 2s. prize in our February competition for the branch recruiting the highest percentage of new members during the month was DUNDEE GAS (Scotland) which increased its membership by 50 per cent—from 30 to 45—and the first runner-up was another Scottish gas branch, ABERDEEN GAS, which added 7 to its former membership of 32, an increase of 21.9 per cent.

Their success reflects the grand effort now being made in Scotland to bring home to non-unionists among gas staffs the benefits of NALGO membership. The drive is so far estimated to have reduced the proportion of unorganised gas staffs by more than half.

by JACK LAURIE

MCKECHNIE, honorary treasurer; and myself.

ALEC SPOOR, national P.R.O. and editor of *Public Service*, was the guest speaker. His talk was in five parts—what public relations means; why it is important to NALGO; what branches can do; how district committees can help; and what Headquarters is doing. Afterwards, the delegates divided into three groups, each to discuss in detail one of the last three aspects of the talk. When they re-assembled, Mr. Spoor commented on the findings of each group, saying which ideas were practicable and which—for various reasons—which he gave—were not.

As time was short, I confined my own remarks to two appeals: that all branches should consider publishing a magazine; and that branches should send me news of local happenings so that, through these notes, I can pass on the information and help to stimulate interest in NALGO affairs in Scotland.

A fuller report of the Conference is being sent to all Scottish branches.

NO. 5 AREA SCHOOL

President as guest speaker

THE PRESIDENT of the Association was among the speakers who addressed a weekend school on trade unionism, arranged by No. 5 area co-ordinating committee at Dunbar on March 13-15. Mr. Nortrop spoke on "Whitley Machinery in NALGO." Other speakers were W. L. NICHOLSON, deputy city chamberlain, Edinburgh; and W. E. LLOYD and JOHN A. MACK of Glasgow University.

The school opened with an inaugural dinner attended by several distinguished guests and officers of the district committee. On Saturday afternoon, the students went as guests of the East Lothian county council on a bus tour of the district, which included a visit to a water pumping station and filtration plant; and in the evening there was a highly successful dance. All agreed that the school was most instructive and enjoyable.

TRANSPORT STAFFS

Two claims submitted

A CLAIM for higher pay for night shift foremen (engineer) is being submitted by the staff side of the engineering supervisory staffs committee. On behalf of clerical and clerical supervisory staffs, application has been made for:

a five-day week or alternate Saturday morning leave;

higher pay for working on Saturday afternoon and Sunday; and

higher pay for night duty.

OBITUARY

IT IS with great sorrow that I report the death of JAMES THOMSON, Lanark County, convener and secretary of the district sports sub-committee. Jimmy joined NALGO in 1924, and had served his branch as president, vice-president, and—since 1957—as branch secretary. He was a popular and unassuming member of the district committee, where his presence will be greatly missed.

PR winner romping home!

'COVER THE COUNTRY' campaign
brings record response from branches

THE public relations campaign to cover the country with branch and district activity has proved a winner. Never before has NALGO been able to show such a splendid record of local P.R. enterprise and achievement. With only a month to go to Conference and the end of the campaign, branches have put on a brilliant spurt to qualify for a place on the map.

Here is a list of the latest successes (the numbers relate to those shown on the right-hand map):

Completed projects

* indicates that the NALGO local government exhibition was used.

1. *Alfreton*—talks for local organisations.
2. *Carshalton*—“study-tour” of council establishments for senior school children.
3. *Chadderton*—“Local Government is Our Business” display at local library.
4. *Chatham**—“Welcome to Citizenship,” in collaboration with the mayor.
5. *Dewsbury*—town forum, and more than thirty talks to local organisations.
6. *Eastleigh**—“Welcome to Citizenship,” in collaboration with the council.
7. *Glamorgan*—talks for local organisations; press articles on the work of county council being planned.
8. *Gloucestershire*—talks for local organisations.
9. *Halifax*—citizenship course for young people, in co-operation with youth organiser.
10. *Harrogate**—civic exhibition during town's 75th Charter celebrations.
11. *Hendon*—speakers' panel.
12. *Leatherhead**—library display.
13. *Leeds**—display at youth employment offices.
14. *Long Eaton*—talks for local organisations.
15. *Lowestoft**—display at Rotary club careers exhibition.
16. *Ramsgate**—library display.

A CASE FOR 'THE TONIC'

NALGO's PRESIDENT, A. E. NORTROP, wrote stop-press news a few weeks ago—when, in his own hand, he added a message of congratulations to the 2,132nd edition of *Islington*, the famous wall-newspaper that appears daily in Islington's staff canteen.

The occasion was the presentation to the branch of a handsome illuminated display case for the newspaper—a gift from the National Executive Council to mark the achievement, on September 3 last year, of 2,000 editions without a break.

The President was accompanied by L. G. LAMBE, NEC (chairman of NALGO's public relations committee) and W. C. ANDERSON (the Association's general secretary). In presenting the case, he recalled past editors of the newspaper, ALAN BADMAN, LESLIE ROBERTS, ERIC SHARP, the late GEORGE KIMMIS, and the present editor, GEORGE BORRETT, and paid tribute to the branch for its enthusiasm in keeping *Islington* flowing.

The branch president, R. W. SMITH, said that, at first, members had been surprised to find the newspaper coming out every day—but, now, they would be surprised if it missed a day.

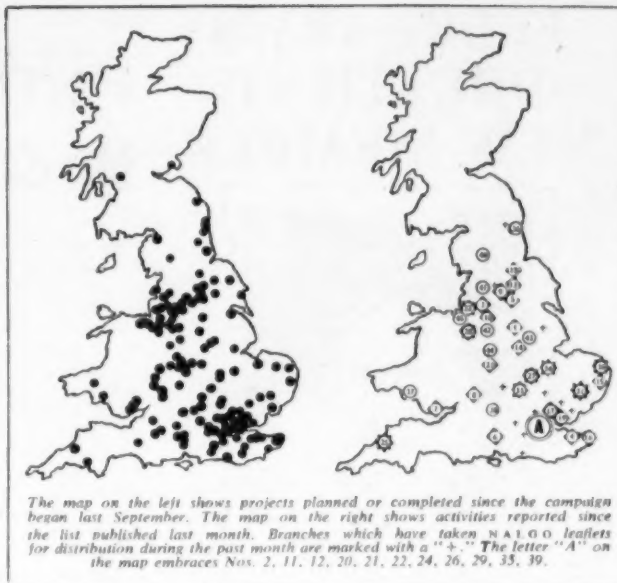
17. *Ramford**—filmshow for mayor's conference of representatives of local organisations; NALGO exhibition in town hall foyer planned for June.
18. *Stockport**—NALGO exhibition to celebrate branch golden jubilee.
19. *Thurrock*—inter-schools civics quiz.
20. *Uxbridge**—“Welcome to Citizenship,” in collaboration with the mayor.
21. *Walthamstow**—library display.
22. *Willesden**—“Welcome to Citizenship,” in collaboration with the mayor.
23. *Wolverhampton*—speakers' panel; 20 talks arranged since January.

Projects planned—using NALGO's new exhibition panels

24. *Brentford & Chiswick*—exhibition during council's civic week.
25. *Camelford (East Cornwall)*—exhibition at council offices.
26. *Chislehurst & Sidcup*—library display.
27. *Corby*—display at careers exhibition.
28. *Crewe*—exhibition.
29. *East Surrey Group of branches*—finals of second inter-schools civics quiz at Reigate.
30. *Great Yarmouth*—collaborating with council in celebrating 750th Charter anniversary.
31. *Ipswich*—display in trustee savings bank window.
32. *Liverpool*—tent exhibition and filmshow at Liverpool Show.
33. *Northants and Northampton*—exhibition.
34. *Peterborough*—display at local trades exhibition.
35. *Stoke Newington*—display at local “field-day.”
36. *Sunderland*—library display.
37. *Swansea*—collaborating with council in celebrating 25th anniversary of the Guildhall.
38. *Swindon*—library display.

Other projects planned

39. *Coulson & Purley*—third in series of foyer displays in council offices.
40. *Kendal*—exhibition to be arranged at invitation of the council, *Westmorland* collaborating.



The map on the left shows projects planned or completed since the campaign began last September. The map on the right shows activities reported since the last published list. Branches which have taken NALGO leaflets for distribution during the past month are marked with a “+.” The letter “A” on the map embraces Nos. 2, 11, 12, 20, 21, 22, 24, 26, 29, 33, 39.

41. *Lancashire*—county-wide programme of amateur dramatic performances entitled “Your Business and Ours.” Pilot presentation at Accrington on July 1.
42. *Macclesfield*—film, with council backing; collaborating in “Welcome to Citizenship” scheme and 1961 Charter celebrations.
43. *Nottinghamshire*—booklet, “Where the Money Goes!” describing county council services.
44. *Staffordshire*—collaborating with council in sponsoring schools civics essay competition, allocating £20 for prizes.
45. *Wallasey*—collaborating with council in organising borough's golden jubilee celebrations next year.

A weekend school of public relations was held by the **North Western and North Wales** district committee at Blackpool from April 18-19; and a working party for branch PROs in the **South Eastern** district was held at Worthing from April 24-25.

Leaflet distribution

Twenty branches, listed here, have taken 14,400 copies of the NALGO leaflet—“Local Government and You”—for distribution to the public since the April list was published:

Accrington, Bedfordshire, Berkshire, Chigwell, Gateshead, Guildford, Lindsey County, Liverpool, Leatherhead, Leeds, Manchester, Rochford, S.W. Herts, Stockport, Sussex County Gas, Swansea, Uxbridge, Warwickshire, Witham, and Worthing.

In addition, a further 23,900 copies have been distributed by branches previously mentioned in *Public Service* bringing the total issued to 138,600.

SINGING SINKS SELL HYGIENE SHOW

IT'S ENOUGH to make anyone sit up and take notice when the kitchen sink starts singing! But that is just what did happen at Bourne-mouth recently when the health department arranged a food hygiene display in the Open Culinaire and Catering Trades Exhibition. Highlight of the council's stand was the “talking kitchen”—a model kitchen with a difference. Each piece of equipment had a face—and a voice! A refrigerator burst into a calypso praising its own virtues; and a cooker sang, to the melody of “I'm only a strolling vagabond”:

“I'm only a cooker for making good food,
So don't use me for storage, my dear—”

A refuse bin eulogised itself to the tune of

“A Wandering Minstrel,” and “easiclean” surfaces had a snappy number to the tune of “Sugar in the morning”:

“Don't scrub it in the morning
Or scrub it in working time.
Or scrub it in working time.
See my lovely surface
Is shining all the time.”

The “show” was organised by the deputy chief public health inspector, JACK RANDALL, assisted by STANLEY PAYNE and JOHN MORTIMER, also public health inspectors. Credit for the initial idea, though, must go to the Ministry of Health—to MORLEY PARRY of the food hygiene section.

IF YOU NEED LEGAL AID

This is what you should do

EVERY year, NALGO helps about 1,000 members to solve legal problems connected with their conditions of service or arising out of their jobs. These may concern superannuation, compensation for loss of office or salary, damages in cases of accident, libel and slander, industrial injuries, income tax, war service pensions, pensions increase, and criminal offences.

If you ever need legal help, NALGO will come to your aid if—

- (i) The matter arises out of your job (this includes road accidents and the like whilst travelling on duty, or to or from your place of work);
- (ii) your branch supports your claim for legal aid;
- (iii) the National Executive Council is consulted first—i.e. before you instruct a local solicitor—and approves your case.

This procedure is not so much needless 'red tape.' It exists to ensure the speediest and most efficient handling of each case, and the wisest spending of the Association's money.

If you need urgent advice, telephone your branch secretary, district officer, or Headquarters first to find out what to do.

HEADQUARTERS ANNOUNCEMENTS

BRANCH MAGAZINES

Competition results

The results of NALGO's annual branch magazine competition are (marks out of a possible 385):

PRINTED MAGAZINES

1. THE GUILDSMAN, Birmingham (276 marks)—editor F. MAGILL.
2. CAMERA PRINCIPIS, Coventry (272 marks)—editor JOHN A. YATES.

DUPLICATED MAGAZINES

1. FORUM, West Sussex (330 marks)—editor K. WHALE.
2. GAZETTE, Wandsworth (315 marks)—editor A. E. GORING.

Best new magazine: THE DEBEN VIEW, Deben and Woodbridge (218 marks)—editor A. G. BRITT.

The "Croydon Trophy" goes to NEWS-REEL, the magazine of the Surrey County branch, edited by F. A. EDWARDS. This trophy is awarded to the magazine with the best five-year record among those which have not won an award in the competition during that period.

CONVALESCENT HOMES

Mid-week admission

TO ENABLE members to take advantage of the reduced fares available for mid-week travel on the railway, the admission day for NALGO's two convalescent homes—Knole Lodge, Bournemouth, and Cyprus Lodge, Lytham St. Annes—has been changed from Monday to Tuesday. The new arrangement starts on May 5.

HOLIDAY CENTRES

Still time to book

THERE are a few vacancies at the NALGO holidays centres at Cayton Bay (near Scarborough) and Croyde Bay (N. Devon) during the following weeks:

CAYTON: Weeks beginning May 23, 30; June 6, 13, 20†, 27; July 4, 18; August 29; September 5, 12*, 19*.

CROYDE: Weeks beginning May 23†, September 12, 19*.

† During the weeks beginning June 20 at Cayton and May 23 at Croyde, vacancies are for adults only.

* Fees are specially reduced for the last two weeks at Cayton and the last week at Croyde.

OBITUARY

WE RECORD with regret the deaths of the following members:

F. M. GREGORY, eastern district labour relations officer, Electricity Council, previously with Luton undertaking.

JOSEPH GROODY, rating officer, Lanchester rural district council, and a former branch treasurer.

ARTHUR KILNER, former surveyor of Rutland County. A founder member of the branch, he had been president, secretary, and treasurer.

D. R. ROWBOTHAM, assistant housing manager, Stourport-on-Severn.

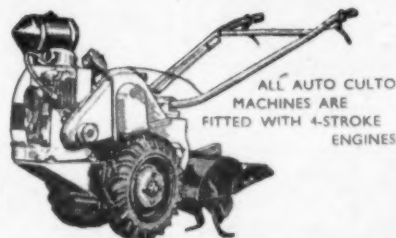
A. E. ROWLEY, president, founder member, and former secretary, Goole branch.

H. G. WOOD, borough librarian, Bilston, previously at Manchester, Norwich, and Birmingham.

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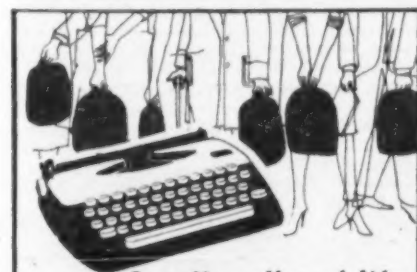
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At Random

by 'AUTOLYCUS'

Crisis

A distraught housewife dashed into the electricity showroom. "Could I just borrow a few volts?" she asked. "I'm cooking my husband's dinner and the fuse has gone."

Civic cynic

If everyone with nothing to say said nothing, committee meetings would be over in half the time.

Juggernaut

A newspaper correspondent's suggestion that Hyde Park should be turned into a car park

roused much interest. Said one l.g.o.: "If this kind of thing spreads, our Parks and Open Spaces Committee will have to be re-named the Parking Spaces Committee."

Four pas

"The council will have an extended session in a final drivet to clear current business."

As others see us

"As soon as one heard the hospital staff worrying about expenditure and costs in the B.B.C. television play 'No Deadly Medicine' last night, the somewhat cynical reflection passed through one's mind: this cannot be a British hospital."—Daily Telegraph.

Bare facts

Inquiry reported from New York Public Library: "I am planning to go to a fancy dress ball dressed as Lady Godiva. What did she wear?"

Odd ad

"Wanted—up-to-date gas cooker suitable for bachelor girl with enamelled sides."—Yorkshire paper.

In passing

Strange that a speech in the council chamber can pass from a councillor's notes to a reporter's pad without passing through the mind of either.

Safety first

"The best way to drive is to think that the chap in front of you is a perfect fool."—Cardiff magistrate.

Overheard

Lady in cinema foyer: "I do love funny films about hospitals. That one had me in stitches."

Hemo man

"The chief doesn't believe in writing a lot of rubbish. He has it all typed."

Lucky Jim

"I spent nearly two years teaching mathematics at the old Grammar School at Burnley. Then fortune smiled on me."—Lord Woolton.

Serial story

"Yes, I did read your meter yesterday, madam, but I've forgotten how it ended."

Time lag

"Hampstead Conservative Association's new headquarters will be about 200 years away from the new Hampstead civic hall project."—Conservative Central Office bulletin.

Litter law

"What we need to sweep the country now is the idea that the country needs a good sweep."

Slogan

"Another little think wouldn't do us any harm" is safer than "one for the road."—Sunday Post

PRIZEWINNERS: Guinea prizes for the first two correct solutions opened for CROSSWORD No. 7 go to MISS M. S. WILLIAMS (Cardigan-shire) and C. W. BROCKWAY (East Somerset); and for CROSSWORD No. 8 to C. J. MEARS (Port of London Authority) and B. H. SHORTER (Manchester).

SOLUTION No. 7: ACROSS: 1. Deposit, 5. Numbers, 9. Electric railway, 10. Spied, 11. Ear, 12. Syria, 13. Drought, 15. Printed, 17. Unequal, 19. Monkeys, 21. Ditch, 23. Gun, 24. Obese, 25. Transformations, 26. Dryness, 27. Matador. DOWN: 1. Dressed, 2. Plenipotentiary, 3. Sated, 4. Trident, 5. Nortrop, 6. Maims, 7. Edward the Second, 8. Skyward, 14. Gnu, 16. Inn, 17. Undated, 18. Legions, 19. Minimum, 20. Spenser, 22. Haste, 24. Octet.

SOLUTION No. 8: ACROSS: 1. General meeting, 9. Arrived, 10. Endemic, 11. Prevalent, 12. Nadir, 13. Ibis, 14. Preserve, 18. Generous, 19. Aver, 22. Rabid, 24. Semicolon, 25. Niagara, 26. Sterile, 27. Advertisements. DOWN: 1. Grappling-irons, 2. Norwegian, 3. Reveal, 4. Ladder, 5. Electors, 6. Tidiness, 7. Nomad, 8. Scarlet runners, 15. Revulsion, 16. Graduate, 17. Pursuant, 20. Amuses, 21. Scream, 23. Braid.

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Prize crossword for members

Compiled by R. B. MAWBY (Middlesex Executive Council branch)

WE AGAIN offer two prizes of one guinea each to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, not later than May 20.

Write your name, address, and branch on the coupon in capitals and send it with your entry in a sealed envelope marked "Crossword No. 9" (3d. stamp). Members only should enter (one entry only, please!); and winners' names will be published next month.

No. 9

Name
Address
Branch

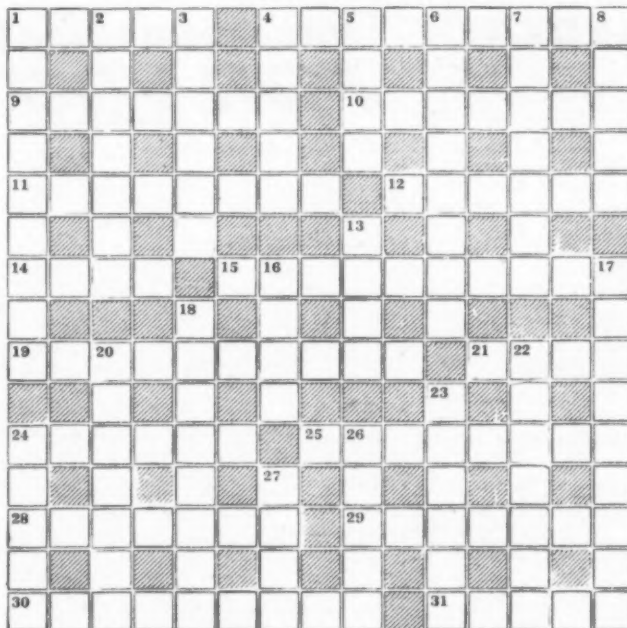
ACROSS

- 1 Ready for anything—including the marines! (5)
- 4 Should affairs between L.G.O.s be so described? (9)
- 9 Developed a true change in the doctor (7)
- 10 Roused at tea-time? (7)
- 11 His charges are stubborn (8)
- 12 Such teeth may be human, oddly enough (6)
- 14 The sort of tide we get in a fine April (4)
- 15 Convention to which most branches subscribe at least once a year (10)
- 19 A stirring transposition? (10)
- 21 Sour appearance of a police department (4)
- 24 Advances made by many branches (6)
- 25 Respected in borough and county—and realm, maybe (8)
- 28 Is birth necessary for nationality? (7)
- 29 Capable of strain (7)
- 30 Meals served ages after a snack (9)
- 31 The first city, from the sound of it! (5)

DOWN

- 1 Weapons made by a masterman (9)
- 2 Dancing girl specialising in the waltz—upside down? (7)
- 3 Lower the animal in the river (6)
- 4 Insect, abnormally small, tailless (5)

- 5 One feature of an albino servant (4)
- 6 Courtesy once associated with round table conferences? (8)
- 7 He could easily be a sniper (7)
- 8 Place—where a drive may start (5)
- 13 Creatures of the left side (4)
- 16 Man-eating monster (4)
- 17 The tail annoys and imperils (9)
- 18 Odiously superior (8)
- 20 Humble or considered, it's just a thought (7)
- 22 Gather facts together (7)
- 23 Aromatic plant (6)
- 24 Put a bachelor in a French lake somehow and there's sure to be a plot! (5)
- 26 Water lily (5)
- 27 State that starts and ends with love (4)



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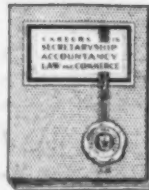
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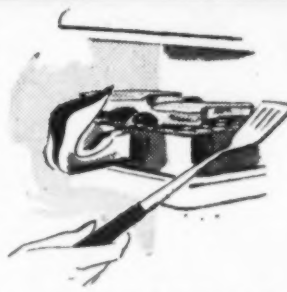


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also in this issue:

Amendments to Scarborough Conference Agenda (pages 137-141)

NALGO's ten years' work for nationalised gas staffs (pages 142-143)



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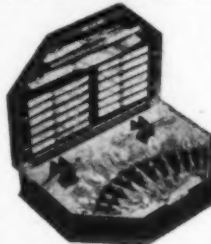
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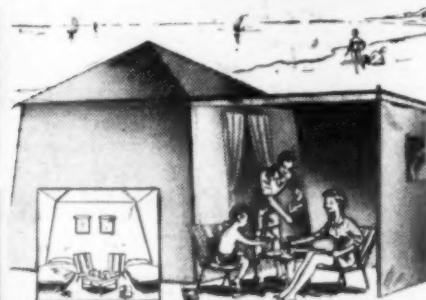
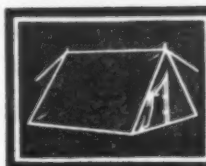
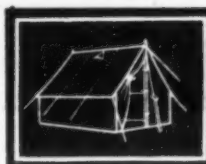
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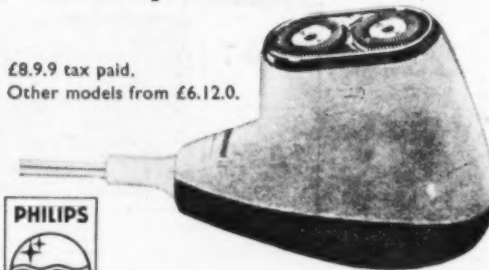
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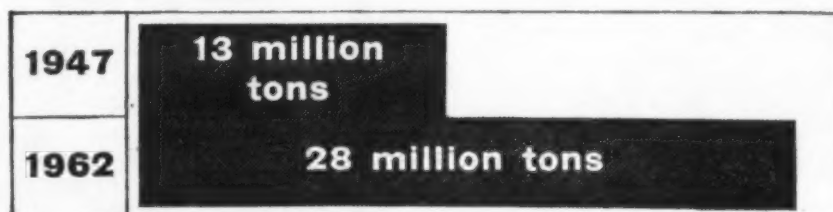
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Volume 33

May 1959

Number 5

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GAS GREET'S THE FUTURE—Special pull-out supplement between pages 142 and 143

The wedding is off

SO THE BUSY matchmakers have been disappointed again. The Weir Committee, set up last year to look into the proposed marriage between the electricity supply and gas industries, has come down against it. Instead, it asks boards to examine whether the present friendly and informal contacts could be strengthened. Gas and electricity are to stay just good friends.

The committee's main conclusions are set out on page 145. Behind them lies a remarkably thorough investigation. As was to be expected, it was conducted largely by those with inside knowledge of the two industries. As was to be hoped, it took account of the views of workers in those industries, expressed through their trade unions—including NALGO.

But it was by no means an "inside job" resulting in a foregone conclusion. Evidence came from more than a hundred bodies, including all the local authority associations and many of the women's organisations, and from many individuals.

Some of the witnesses were all for the wedding. In consequence, the committee's report had to be, and is, a patient, informed, overwhelming answer to their arguments.

There is a legend, for example, that joint meter-reading was common before nationalisation. Examining this, the committee looked with particular care at the municipal undertakings of those days. Here, if anywhere, joint working would have been feasible, and could have been pressed on councillors. Yet—

"Of approximately 130 local authorities in Great Britain which owned both gas and electricity undertakings when the boards took over, we cannot find more than two which had meters read and slot meters emptied on the same visit by the same man acting for the treasurer in respect of both supplies."

Again, it was argued that costs could be cut by sharing showrooms and service centres. Perhaps the matchmakers hadn't examined the premises. The committee has, and concludes that—

"In most cases, adequate joint showrooms could not be established in existing premises, but would require the purchase or building of new ones—at considerable capital cost or increases in rental charges."

The Weir Committee's inquiry is the third that has been made

to satisfy the minority that clamours for closer integration of these two industries. In 1952, the Ridley Committee decided in favour of competition between the fuel and power industries. Three years later, an independent firm of industrial consultants, commissioned by the two industries, recommended against any general adoption of joint meter-reading.

These successive investigations—as NALGO has always said, and as it told the Weir Committee—undermine efficiency by unsettling those who work in the industries that undergo them. Can we forestall any demand for another one in two or three years' time?

One way is clearly signposted by the report itself. Despite its general approval of the way the boards work, it insists that they don't tell the public enough about their achievements:

"We wish to stress the importance of boards keeping consumers, the consultative councils, the press, and other responsible bodies well informed about development and abreast of progress in all fields affecting consumers."

As *Public Service* has so often said, this is a job on which every NALGO member in the two industries can and should lend a hand. "Two can live as cheaply as one," argue the matchmakers. Do they know how cheaply the two are living now? And how much it would cost—in terms of needless upheaval, as well as of cash—to unite them?

If not, and if we want to avoid those upheavals, we must tell them. The gas supplement in this issue provides one opportunity of doing so. But the process is a long-term one, to be carried on primarily by word of mouth to the friends and neighbours who are all consumers.

Only so can electricity and gas members make sure that they are not, in the end, the victims of a match which this and every other investigation has revealed as a marriage of inconvenience.

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

NALGO in 1958

Highlights from the annual report

WHAT will the historian record as the most important event in NALGO in 1958? That we reached—and passed—our quarter-million membership target?

That we again decisively rejected affiliation to the T.U.C.?

That, while believing in the need for 100 per cent union membership, we repudiated the "closed shop"?

That the provision for compulsory arbitration ended?

These and other important happenings vie for precedence in the National Executive Council's 200-page annual report published last month. Most of its contents has been reported during the year in *Public Service*, and there is space now to recall only the highlights. But members who would like to read the Council's full account of its year's work on their behalf can borrow a copy of the report from their branch secretaries.

The salaries policy laid down in 1957, and reaffirmed last year, was pursued in all the negotiating councils—or, where there is no negotiating machine, by direct representation to employers—with the following results:

A "productivity" pay rise for all administrative and clerical grades in electricity, and a review of the higher executive grades' agreement begun;

A cost of living increase for all gas staffs, senior officers, and intermediate grades, plus extra increases on the junior scale and new miscellaneous scales for use in transferring intermediate grades to staff status;

A new pay structure for general grades of health administrative and clerical staffs; an interim increase for designated officers; new scales for all typing, machine operating, and secretarial grades; cost of living rises for 30 groups of professional and technical staffs and for some nurses and midwives;

Higher rates of pay for most company transport and inland waterways staffs;

Better salary scales for new towns staffs;

Increased salaries claimed for local government Charter grades in England and Wales (settled last month); pay increases for equivalent grades in Scotland; revised scales for chief and senior officers in England and Wales and a claim lodged for their counterparts in Scotland; new pay structure for miscellaneous classes; and revised national grading for some "special classes."

Many other improvements

In addition, there were improvements in other payments and conditions of service for various groups of members, including:

A better scheme of car allowances and of travelling allowances under the removal expenses scheme in electricity;

London weighting increased for some gas staffs and paid to senior gas officers for the first time; claim for increase submitted in local government;

Improved annual leave for some gas and local government officers;

National scheme for municipal transport employees brought up to date and review of that for miscellaneous classes begun;

Electricity and gas overtime schemes improved; Five-day week introduced for health administrative and clerical staffs;

Enhanced payment for emergency duties for some health service technicians; responsibility allowance introduced for assistants in dispensing and improved for hearing aid technicians; long hours gratuities agreed for building supervisors and higher uniform allowances for matrons and chief male nurses;

Better expenses and lodging allowances for waterways staffs;

Draft scheme of service conditions prepared for new towns staffs;

Electricity training and scholarships schemes extended.

The year saw further progress in the re-organisation of the gas and water supply industries, the start of the review of local government areas, and the prospect of change in the new towns set-up. In all cases, NALGO's first aim is to protect members' jobs and salaries and, as a last resort, to obtain fair compensation for loss of office or remuneration.

Towards better negotiation

Efforts continued to establish national negotiating machinery for groups of staff not yet covered, and to reform that which is not working well enough. Thus—

In company transport, NALGO's general secretary led a three-union deputation to the chief of the British Transport Commission, as a result of which discussions were started with the Tillings Executive for the introduction of national negotiation in its companies;

In new towns, the constitution of the Whitley Council was amended to provide better representation of chief officers' interests;

In local government, efforts continued to remove the salary ceiling of the National Joint Council;

NALGO representatives co-operated in the investigation being made by the staff side of the General Council into the health service negotiating machinery;

While it was considered inopportune to press for separate negotiating machinery for water staffs, arrangements for representation of their views within NALGO were improved.

Negotiations on amendments to the local government superannuation scheme were sought with the local authorities' associations, and action was taken on a number of private Bills where members' pensions rights were involved. Special regulations were brought in for new towns staff. The rules of the gas schemes were modified to provide a three-year instead of a five-year "averaging" period. The National Insurance Bill was examined and some amendments sought. Moves were begun to get a further pensions increase for retired officers.

NALGO offered its support to Ald. E. C. Redhead, M.P., who promoted a private member's Bill to secure the standard office conditions laid down by the Gowers Committee, but the Bill was not given a second reading.

There was a gratifying expansion in public relations work. This was evidenced by the prominent press, radio, and parliamentary

references to NALGO's case for retention of the compulsory arbitration provisions; the widespread publicity given to its investigation of reception facilities in public offices; the continuous publicity given to NALGO activities in the national and local press; the increased use of radio and television to feature the work of the public services; the enthusiastic support of branches and districts for the "Cover the Country" campaign; the popular reception of the new local government exhibition and propaganda leaflet; and the revival of interest in the branch magazine movement.

The education committee continued its policy of expansion, both in relation to the NALGO Correspondence Institute and to its programme of summer schools and residential courses. Examination results of N.C.I. students were generally better than those obtained by all students preparing by other methods. Three summer schools—at Cambridge, St. Andrews, and in Paris and Lyons—were arranged, and residential courses were held for several groups of members studying for specific examinations. In addition, many members were advised on suitable qualifications and study facilities, and more than 500 students borrowed books from the lending library.

Full use of services

Members made full use of the many other services offered by the Association and its ancillaries. For example:

About 1,000 members received free legal aid or advice;

More than 10,000 members and friends spent their holidays at the Association's two holiday centres, and 3,800 more enjoyed NALGO holidays abroad or coach tours at home;

Another 1,072 members joined the NALGO Motoring Association;

878 members recuperated at Knole Lodge or Cyprus Lodge, the Association's two convalescent homes;

860 members borrowed £1,749,860 from the NALGO Building Society to buy their own homes;

6,662 members took out new policies for life assurance, fire insurance or motor car insurance with LOGOMIA, NALGO's own insurance company;

3,041 members drew £28,823 in sickness or death benefit, or to pay hospital charges, from the NALGO Provident Society, and a further 128 had free convalescence.

202,000 helped the Fund

Finally, the Benevolent and Orphan Fund continued to expand its worthwhile work. Membership of the Fund increased to 202,180, and income from subscriptions and donations rose by £4,379 to £67,675. But nearly 43,000 members—19.7 of NALGO's membership—made no contribution to the Fund, which last year—

Granted £44,692 to help 854 needy members or widows of members and their families;

Spent £3,256 on holidays for 287 beneficiaries and their children;

Helped to clothe and educate 19 orphans of members at a cost of £920;

Sent Christmas hampers or cash in lieu to nearly 700 beneficiaries, costing £2,473;

Contributed £7,518 towards the running costs of the convalescent homes, and contributed £737 towards the expenses of 87 members who recuperated there; and

Kept 17 elderly retired members and dependants in four homes run by the Crossways Trust.

Conference Agenda Amendments

BELOW we publish the amendments submitted by branches and district committees to items on the preliminary agenda for the Annual Conference, to be held at Scarborough from June 9 to 12.

Each amendment (printed in *italics*, and with the name of its sponsors in **bold**) is preceded by the notice of motion to which it refers.

Annual report

8. National Executive Council: That the annual report of the National Executive Council for the year 1958 be received.

Staffordshire: Paragraph 15—Representation on other bodies: Add: "with the exception of paragraph 15."

Paragraph 15 lists 19 bodies on which the Association is represented.

Bradford: Paragraph 21—Five-day working week: Add: "with the exception of paragraph 21."

Paragraph 21 recalls the instruction from last year's Conference to secure a five-day working week for all services, and reports the view of all the national service conditions sub-committees that further progress can best be achieved by local action.

Glasgow gas: Paragraph 24—Comprehensive power policy: Add: "with the exception of paragraph 24."

Paragraph 24 recalls the motion referred to the Council by last year's Conference, urging the appointment of a Royal Commission to recommend a power policy plan for the most efficient integration of all fuel resources and to provide uniform conditions of service for the staffs of all the services affected. The Council reports that it considers any approach on these lines would be fruitless in the light of present government policy; it would also be contrary to the Association's policy of not seeking uniform conditions in the different services covered.

Liverpool No. 2 health services: Paragraph 26—Compulsory membership: Add: "with the exception of paragraph 26."

Paragraph 26 reports the views of each national service conditions sub-committee on the reference from last year's Conference seeking adoption of the principle that membership of a recognised trade union shall be a condition of employment in all the services covered by NALGO. The Council concludes from these that it would be premature to adopt the proposal and recommends no action at the present time.

Eastern district committee: Paragraph 45—Whitley Machinery—Water Staffs: Add: "with the exception of paragraph 45."

Paragraph 45 records that the Council thinks it would be inopportune to seek separate negotiating machinery for water staffs at the present time. It realises, however, that changing conditions resulting from the amalgamation of water

undertakings may create problems for the staffs: it has therefore made provision in the Association's domestic machinery for full consideration of the views of water staffs, and has sought the assistance of the Minister of Housing and Local Government in safeguarding the rights of staff hitherto covered by negotiating machinery.

Glamorgan: Paragraph 51—Appointments in education departments: Add: "with the exception of paragraph 51."

Paragraph 51 reports that, after serious reconsideration of the whole question of

PRE-CONFERENCE MEETINGS FOR SERVICE GROUPS

The customary separate meetings for delegates from electricity, health, transport, and gas branches will be held on the Monday of Conference week, June 8, and this year, for the first time, local government delegates are also to have a separate meeting. Times and venues are as follows:

Local government:	At 9.30 a.m. In the Spa Grand Hall
Health:	At 9.30 a.m. In the Spa Theatre
Gas:	At 9.30 a.m. In the Spa Corner Cafe
Electricity:	At 2.30 p.m. In the Spa Corner Cafe
Transport:	At 2.30 p.m. In the Spa Music Room

appointments in education departments, the Council can only reiterate the warning contained in paragraph 65 of its 1957 Report—which was not received by Conference—that staffs have little hope of reaching the higher administrative posts unless they have teaching experience.

Manchester: Paragraph 52—Salary scales: Add: "with the exception of paragraph 52."

Paragraph 52 recalls the instruction from last year's Conference calling for removal of the anomalies created by the 1957 local government salaries agreement and restoration of 1946 salary standards. It reports that the problem of individual grading anomalies is being solved in three ways: by local authorities reviewing their establishments; by NALGO representations to local authorities and provincial councils; and by the joint secretaries of provincial councils (and, if necessary, of the National Joint Council) tendering advice to local authorities. The structural anomalies in the 1957 agreement were taken into account in the pay claim submitted last November. In this claim, too, and in similar claims put forward in the other services, the aim has been towards the restoration of 1946 salary standards.

Staffordshire: Paragraph 61(u)—Negotiating machinery in local government: Add: "with the exception of paragraph 61(u)."

Paragraph 61 (u) reports that meetings have been held between NALGO and the professional organisations represented on the Joint Negotiating Committee for Chief Officers about changes in the local government negotiating machinery, and informal talks have also been held with the employers' secretary and officers of the local authorities' associations. Some progress has been made, but it is not yet clear when the salary ceiling of the National Joint Council will be abolished.

Glamorgan and Warwickshire: Paragraph 134 (d)—Recognition of the Diploma in Municipal Administration: Add: "with the exception of paragraph 134 (d)."

Paragraph 134 (d) reports that the Minister of Education has reviewed his decision to accord "qualified teacher" status to holders of the D.M.A., where local education authorities were willing to offer them teaching appointments. NALGO has made representations to the Ministry, and the L.G.E.B. is also dealing with the matter. Notwithstanding this, the Council does not maintain that success in the D.M.A. should entitle the holder to qualified teacher status. It is more concerned to win other forms of recognition for the D.M.A. holder and to find a way of enabling members in education departments to obtain teaching experience as a qualification for senior posts.

Salaries policy

9. National Executive Council: That this Conference, noting the development in the services with which the Association is concerned, and in other spheres of employment, supports the National Executive Council in its efforts to secure adequate remuneration for the whole of the membership, in accordance with the policy decision of the 1957 Conference.

West Midland district committee: In lines 4 and 5 delete "supports" and substitute "instructs"; delete "in" and substitute "to redouble."

Public library service

12. National Executive Council: That this Conference welcomes, and instructs the National Executive Council to take every possible action to secure the implementation of, the recommendations of the Roberts Committee on the Structure of the Public Library Service in England and Wales—that "salary scales for the staff of public libraries should be commensurate with their qualifications and responsibilities, and should be applied in a manner calculated to make career prospects attractive."

Grades of librarians

13. Nottingham and Solihull: That this Conference deplores the action of the N.J.C. in formulating the new grades for librarians, namely:

"The post occupied by a chartered librarian in charge of a branch or district library, or in charge of a department of a library, and supervising a staff of six other whole-time officers or the equivalent, APT II."

This decision aggravates rather than alleviates the anomalies created by the Charter revision, the number of staff specified bearing no relation to the internal structure of library establishment. It urges that the grading be rescinded immediately and that negotiations proceed on the basis of professional qualifications and specific responsibilities.

North-Western and North Wales district committee: Delete the last sentence and substitute: "It urges that new negotiations proceed on the basis of professional qualifications and specific responsibilities, and that these be opened forthwith."

Overtime

14. Sheffield, Southampton, and West Cornwall: That this Conference deplores the protracted negotiations for amending the overtime provisions of the Charter, and urges the National Executive Council to take further steps in this matter as soon as possible.

Scottish district committee: Delete all words after "Executive Council to . . ." in line 5 and substitute: "consider placing a ban on all overtime until such time as the Association's overtime policy is achieved."

Penalty payments

15. Leeds: The National Executive Council be instructed to pursue with more vigour the question of penalty payments for work on Sundays and bank holidays. The delay in reaching a settlement is deplorable.

North-Western and North Wales district committee: Delete "penalty payments" in line 3 and substitute "adequate compensation."

Recognition of examination success

17. East Riding: That the National Executive Council be instructed to take action to obtain for persons who remain in the general and clerical grade 1 divisions adequate additional annual remuneration in recognition of success in appropriate intermediate and final professional examinations recognised in the Charter, pending promotion to higher salary grades.

South Wales and Monmouthshire district committee: Delete "for persons who remain in the general and clerical grade 1 divisions." Delete "to higher salary grades" and substitute "to the minimum grade appropriate to his qualification."

Protective clothing

18. Blyth: That this Conference instructs the National Executive Council to negotiate for the inclusion in the national schemes of conditions of service of a clause providing for the supply of protective clothing to those officers whose duties necessitate their working out of doors during inclement weather.

Yorkshire district committee: In place of the words "providing for the supply of protective clothing" on lines 4 and 5 there should be substituted the words "providing for a protective clothing allowance." Add the following words to the motion: "or whose duties are of such a nature as to render them liable to damaging their clothing during the carrying out of such duties."

Eastern and South Eastern district committee: Insert between the words "clothing" and "to" in line 5, the words: "or a monetary allowance in lieu."

Southern district committee: After the words "protective clothing" insert the words "or payment in lieu." Delete all words after "working out of doors."

West Midland district committee: Delete words "working out of doors during inclement

ANCILLARIES' ANNUAL MEETINGS

NOTICE is hereby given that the annual general meetings of the members of the **NALGO Building Society** (No. 804 B, London), the **NALGO Provident Society** (No. 1580, London), and the **National and Local Government Officers' Mutual Insurance Association Ltd. (LOGOMIA)** (No. 2898 R, London) will be held in **The Spa Theatre, Scarborough**, on the dates mentioned to consider the following agendas:

NALGO BUILDING SOCIETY

Tuesday, June 9, 1959 at 4.30 p.m.

To receive the report of the Committee of Management and financial statement for the year 1958; to appoint auditors; to elect four members of the Committee of Management for the year 1959 to 1960; and for general business. A copy of the agenda, incorporating the report, financial statement and balance sheet, may be had after May 22, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

NALGO PROVIDENT SOCIETY

Wednesday, June 10, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to elect an Arbitrator and a Committee of Management; to receive the annual report and financial statement and balance sheet; to amend Rule 11 (2); to consider a notice of motion to increase Table I contributions and benefits; to appoint an Auditor, and for any other business. Copies of the agenda, incorporating the report, financial statement and balance sheet, will be sent to branches and may also be obtained by individual members after May 14, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

LOGOMIA

Thursday, June 11, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to receive the annual report and accounts and balance sheet; to elect an Arbitrator; to elect one Member to the Board; to elect an Auditor, and for any other business. A copy of the agenda will be sent to every shareholder. Copies of the report, accounts and balance sheet will be sent to branches after May 14, 1959, and also to individual members on request to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

weather" and substitute therefor the word "use."

Post-entry training

19. National Executive Council: Recognising that the success of the public services and the status of their officers assist NALGO's negotiators to secure improvements in the salaries and service conditions of all sections of the membership, and that in turn the success of the services depends upon having informed, trained, and interested staffs, this Conference declares its belief in the importance of education and training. Conference therefore

- welcomes the growing interest of employers as evidenced in local government by the establishment of education committees by some provincial councils;
- seeks the development of schemes which will give existing members the opportunity to train for promotion, and urges all members to support them;
- emphasises the importance of maintaining and developing the Association's own educational services, putting quality rather than cost as the first criterion;
- believes that the successful development of the Association's education policy depends upon active co-operation at all levels and, therefore, urges district committees to make the best use of their education sub-committees, and calls upon all branches to ensure that the Association's services are continuously drawn to the attention of those members who can benefit from them

West Midland district committee: In section (b) after "schemes" add: "including full-time training at appropriate training centres."

Eastern district committee: Amend sub-para. (c) and (d) to be sub-para. (d) and (e) respectively. Insert new sub-para. (c) as follows:

"(c) calls upon the National Joint Council to instruct all local authorities to apply Paragraph 28 of the Scheme of Conditions of Service thus giving full recognition of such training."

Local government staff college

20. Southampton: That, having regard to the beneficial results in the field of commerce, industry, nationalised undertakings, and other public services from the advanced training obtained in staff colleges, the National Executive Council is requested to take up with the employers' sides of the Joint Negotiating Committee and N.J.C. the urgent need to set up a similar nationally organised training scheme for suitably qualified professional, technical, and administrative officers, in order to develop and extend their managerial, administrative, and technical skill, so that the standard of efficiency in local government service can be maintained at the highest possible level.

North Eastern district committee: Add: "the expense of such scheme to be the responsibility of the employers."

South Wales and Monmouthshire district committee: That the word "suitable" be substituted for words "suitably qualified" in line 10

Yorkshire district committee: Delete all words after the words "technical skill" in line 13.

Education policy

21. Birmingham: That this Conference congratulates the National Executive Council on the vigorous education policy which they have pursued with a view to obtaining a "qualified

service," and now requests them to take immediate steps to ensure that equal emphasis is placed on the provision of facilities for the education of members in trade union affairs as is at present being placed on the provision of facilities for their vocational training.

Scottish district committee: Delete words "... that equal emphasis is placed on" and all words after "union affairs."

Reorganisation of local government

22. National Executive Council: That this Conference, having considered the position regarding the reorganisation of local government, endorses the view:

- (i) That any reorganisation decided upon in any area as a result of review undertaken under the Local Government Act 1958 should result in the establishment of authorities large enough and with sufficient resources to offer salaries and conditions of service sufficiently attractive to recruit the qualified staff necessary to ensure the best possible service to the public;
- (ii) that the Association should confine its efforts to the following matters of major principle affecting the status and conditions of its members as a whole: compensation, redundancy, disturbance allowances, and related matters.

South Western district committee: Delete "(i)". Delete the whole of sub-paragraph (ii).

Health service salary structure

25. Birmingham R.H.B.: That this Conference deplores the delay in providing a new salary structure for the designated officers in the health service in accordance with the recommendations of the Noel Hall Report published in September, 1957, and instructs the National Executive Council to use all possible means at the Association's disposal to secure a speedy settlement.

Southern district committee: Delete all words after "disposal to" and substitute "expedite a satisfactory settlement."

Electricity—reorganisation of the industry

27. East Midland Division—Electricity: As a result of the grave concern being experienced by members, consequent on the reorganisation of the electricity supply industry, Conference instructs the National Executive Council to seek assurances that, arising from reorganisation:

- (i) there will be no staff redundancies whatever;
- (ii) transfers within regions will be kept to a minimum;
- (iii) staff transferred, and consequently having to move their homes, shall be able to settle in homes in their new location similar to those they now have, without financial expense to themselves;
- (iv) adequate compensation will be paid to any employee unable to accept transfer; and
- (v) consultative machinery will be used fully as an aid to any reorganisation.

South Wales and Monmouthshire district committee: Delete sub-paragraph (i), and insert "There shall be no dismissals of staffs should any post be declared redundant."

Negotiating machinery

31. Colchester: That this Conference instructs the National Executive Council to examine the machinery of the N.J.C. for local authorities' staffs with a view to speeding up the submission and settlement of salary claims.

Scottish district committee: After "local authorities' staffs" add the words "and the National Joint Industrial Council for Local Authority Services (Scotland) Administrative, etc., Staffs."

Confederation of black-coated workers

34. Plymouth: That this Conference instructs the National Executive Council to explore the possibilities of forming a confederation of black-coated workers.

Scottish district committee: Add: "and to report back to the 1960 Conference the results of such explorations."

Future employment situation

36. Dorset: That this Conference instructs the National Executive Council to consider the possible effects on the employment situation in general, and the public services in particular, during the next four years, of the following factors:

- (a) the population bulge, which will greatly increase the number of school leavers by 1962;
- (b) the defence policy, involving a reduction in service personnel and civilian employees in defence establishments;
- (c) increased mechanisation and automation in some industries and services; and
- (d) any other relevant factors.

The National Executive Council to report its findings as soon as possible, in any event in time for consideration by Conference, 1960.

Southern district committee: After "services" in (c) insert: "(d) the effect of the full implementation of equal pay;" amend "(d)" to "(e)."

Superannuation

44. Tottenham: That this Conference instructs the National Executive Council to seek an amendment to the superannuation regulations to provide for the optional retirement of contributory employees upon attaining the age of 60 with less than 40 years' service, or upon completing 40 years' service.

South Wales and Monmouthshire district committee: After the word "regulations," add: "covering the Association's membership."

Review of Association Machinery

47. National Executive Council: That the report on Review of Association Machinery now submitted by the National Executive Council be approved and adopted.

North Western and North Wales district committee: Add: "subject to the addition at the end of Paragraph 21 of the sentence—'Nevertheless, to meet the needs of some branches, steps may have to be taken to amend Rule 4 of the Rules and Constitution of the Association to allow retired members to hold branch office with the consent of the Council.'"

Paragraph 21 refers to the difficulty which many branches experience in finding and retaining officers, and stresses the need to encourage younger people to take an active interest in the Association.

Yorkshire district committee: Add: "subject to the following addition to paragraph 36 and recommendation 5: In the event of this condition not being satisfied, the district committee shall have power to accept in lieu of attendance such submissions by the branch as is deemed fit."

Paragraph 36 records that a minority of branches either never send representatives to district committee meetings, or attend only one or two meetings a year, and recommends that representation at Conference should depend upon the branch having attended at least two district committee meetings in the year preceding Conference. Recommendation 5 is a summary of this paragraph.

Pre-Conference service group meetings

48. Tyne electricity: That it is the opinion of the Conference that the pre-Conference service group meetings should be continued, and that:

1. an agenda should be compiled as for the Conference; and
2. delegates should be allowed to vote on the motions which are put.

Yorkshire district committee: Delete all words after the word "continued" in line 3.

N.E.C. elections

50. Southend-on-Sea: That this Conference, recognising the increasing complexity of the work of the Association, is of opinion that it would be in the best interests of the Association for the election of the National Executive Council to take place on the basis of 50 per cent of its members retiring each year, and directs that Rule 57 of the Constitution be amended accordingly.

South Eastern district committee: Delete the words "50 per cent of" in line 6. Delete the words "each year" in line 7 and substitute the words "every other year."

Metropolitan district committee: Delete the words "50 per cent" in line 6 and substitute "a proportion"; delete all words after "and" in lines 7-9, and substitute "requests the National Executive Council to report suitable proposals to the next Conference."

Role of the general secretary

51. National Executive Council: That the report on the Role of the General Secretary submitted to the 1958 Conference, and now re-submitted to this Conference, be approved and adopted.

Eastern district committee: Delete all words after "this Conference" and substitute: "be referred back for a more constructive approach"

Continued on page 141

EDUCATION AND PUBLIC RELATIONS MEETINGS

BRANCH education secretaries, public relations officers, and magazine editors will meet separately on the Monday of Conference week, June 8, to discuss their special interests and problems. The meetings are as follows:

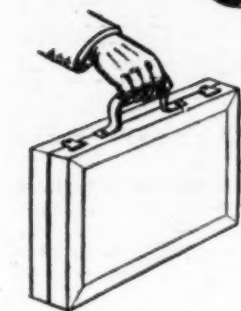
Branch magazine editors:	11 a.m.	In the Spa Ballroom
Presentation of competition awards and review by the adjudicators.		

Public relations officers:	2.30 p.m.	In the Spa Ballroom
To include a 'Brains Trust' on national, district, and branch P.R. activity.		

Education secretaries:	2.30 p.m.	In the Spa Theatre
The meeting will be addressed by H. S. MAGNAY, M.A., director of education, Liverpool.		

Branch officers with questions to put to any of these meetings, or topics they would like discussed, should send them to Headquarters.

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(IF ENDOWMENT).....

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PAYMENT LIFE)

P.S. 5/59

Women members lead in competition for recruiting posters

WOMEN MEMBERS have carried off three of the five prizes awarded in the "Design a NALGO Poster" competition announced in the February *Public Service*.

The competition brought in 91 designs from 69 members, presenting the judges with a difficult task of selection among so wide a



variety, ranging from the roughest outline sketches to full-colour illustrations that would have done credit to a commercial artist.

There were many interesting ideas, though few satisfied the basic principle of good poster design—that it should be striking, attractive, of instantaneous impact, and convey its message in few words.

The prizewinners are:

FIRST—MISS CECIL M. BARTON, Lancashire, whose simple and effective design, capable of reproduction in a variety of colours, appears above.

SECOND—MISS R. BROWN, Fife, who suggested, but did not draw, a poster on the slogan "You can paddle your own canoe, but you're safer in NALGO." She shares the prize with M. H. WISE, Canterbury, whose all-sheltering umbrella—another effective metaphor—is reproduced on the right.

THIRD—MISS EILEEN SLADE, Bradford, who submitted a striking modernistic design (unfortunately impossible to reproduce well in black and white) of a man's head against a background of a repeating list of NALGO



services. She shares the prize with H. J. S. SMITH, Leeds and district electricity, whose attractive and skilfully drawn girl's head is published on the left.

The national public relations committee is to consider how the best posters might be used to help recruitment.

Amendments to Conference Agenda—continued from page 139

to the future rôle of the General Secretary; the National Executive Council to circulate, in time for consideration at the next Conference, proposals of a more positive nature than appear in the White Paper, so that our Association generally may derive maximum benefit from the services of our General Secretary within the clearly defined policies of NALGO; and that the National Executive Council be requested, in preparing the new report, to ensure that its conclusions and recommendations are clearly summarised at the end of the document."

Scottish district committee: Add: "Conference recognising that the lack of clearly defined policy on matters of public importance and our anxiety to appear non-political are major factors which prevent our General Secretary from becoming a national figure in trade union circles."

Cayton Bay holiday centre

53. National Executive Council: That the report on Cayton Bay holiday centre be approved.

Yorkshire district committee: Add: "and that this Conference instructs the National Executive Council to carry out the necessary improvement to the Centre, such improvements to be spread over the next 10 to 15 years, and to arrange for the Croyde and Cayton Bay Centres to be run as a joint enterprise."

Easton supported by North-Eastern district committee: Add: "and that the authorisation to sell Cayton Bay holiday centre given to the National Executive Council at the 1958 Annual Conference be rescinded." (This absorbs the motion by Easton branch printed as item 54 of the preliminary agenda.)

"Public Service"

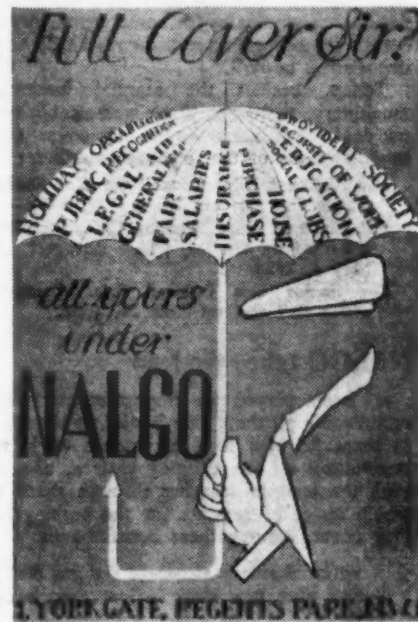
57. Staffordshire: This Conference instructs the National Executive Council to continue its present policy of accepting advertisements which are competitive to the NALGO Correspondence Institute.

South Eastern district committee: Delete the word "continue" in line 1 and insert "make better use of the advertising space in 'Public Service' as a source of income for the Association whilst continuing."

B. & O. Fund

64. Huddersfield and district: That, in accordance with the Rules of the Association, the 4d. a month voluntary subscription to the Benevolent and Orphan Fund be increased to a minimum of 6d., and the life membership subscription of £3 3s. be increased to £5 5s.

West Midland district committee: Delete: "and the life membership subscription of £3 3s. be increased to £5 5s."



This may be YOUR chance to win a £2 2s. prize

IMAGINE it is pay day. Your cheque is bigger than usual, thanks to a nationally negotiated increase. It even contains a few pounds back pay. Your colleague at the next desk has had the same increase. But he is *not* a member of NALGO. What would you say to him, in up to 100 words, to persuade him to join?

A prize of £2 2s. will be paid for the best "pep talk" or letter. Results will be given in the July *Public Service*, and £1 1s. will be paid for every entry published. Entries should give your name, post, and branch, and reach the editor by June 1, 1959. The editor's decision is final.

NALGO—the trade union for gas staffs and officers

In the ten years since nationalisation, NALGO's expert skill in trade union negotiations has won much for non-manual workers in the gas industry. Today, NALGO looks forward with them and their industry to an even brighter future.

by G. W. PHILLIPS, NALGO organising officer for gas staffs

TEN YEARS AGO, when the gas industry was nationalised, only its manual workers were fully covered by one national joint negotiating body—the 30-year-old National Joint Industrial Council.

Staffs, on the other hand, were divided between two negotiating bodies. Those in municipal gas undertakings were, of course, local government officers, and had long been looked after by the local government national and provincial joint councils. Those in private undertakings were covered by a national joint council which NALGO had helped to set up as recently as 1947—when nationalisation was clearly on the way—and which had so far negotiated national salary scales for some groups only. Senior gas officers were not covered by any negotiating body.

Today, besides the manual workers' machinery, there are three well-established national negotiating bodies to cover the other sections of the industry's workers:

The National Joint Council for Gas Staffs, which first met on January 24, 1950.

The National Joint Standing Committee for Intermediate Grades, which first met on May 1, 1950.

The Senior Gas Officers' Joint Council, which first met on June 26, 1951.

NALGO takes the lead

NALGO played an important part in establishing all these new bodies. It brought to them its own long experience of joint negotiation on the Whitley pattern, and it took the lead in securing through them a whole series of benefits for the employees they cover. Among these benefits are:

★ A national salary structure for gas staffs—and nine pay rises in less than nine years.

The N.J.C.'s first comprehensive salary agreement took effect from April 1, 1950, and established four clerical scales (A to D) and 12 A.P.T. grades, ranging from £135 to £770. Today, the range is from £233 to £1,106.

These are provincial A scales. One of the 1947 national joint council's legacies to its successor is the practice of having three versions of pay scales—metropolitan, provincial A (which are the ones usually quoted), and provincial B. The latter were intended for smaller, poorer undertakings, and are £15 less

than provincial A ones. They now exist in only a few places in Wales and Scotland.

★ Better London weighting for higher staffs.

The metropolitan scales are, of course, a form of London weighting. From 1950 to 1958, they were £30 above provincial A scales throughout. Last year, the Industrial Court decided that, for employees over 21, the figure should be £35 for grades 8 and 9 (£773-£927), and £40 for grades 10 to 12 (£892-£1,106).

★ A national salaries table, twice improved, for senior gas officers.

Even after the Senior Gas Officers' Joint Council was set up—not without difficulty—negotiated pay increases had to be added to salaries that had been individually agreed and that varied widely. It was not until April 1, 1956, that a national table was brought into force, providing nine lettered "groups" ranging from £1,025 to £2,625. The present range is from £1,115 to £2,805.

★ London weighting for senior gas officers.

This was secured only last year. The weighting is £50 for groups A and B (£1,115-£1,355), £55 for groups C to E (£1,333-£1,851), and £60 for groups F to I (£1,801-£2,805).

★ A national salaries table for intermediate-grade employees, with new miscellaneous scales to ease their transfer to staff status.

When the N.J.C. was brought into being, it was not possible to get agreement on whether some employees—meter readers, for example—should be treated as staff or as manual workers. The difficulty was met by setting up the National Joint Standing Committee for Intermediate Grades, a separate, three-sided body, representing the employers, the staff side of the N.J.C., and the workers' side of the N.J.C. The new body established 11 grades, ranging from £280 to £525, with effect from April 1, 1950. Successive rises have brought them up to from £485 to £774.

Naturally, the unions have aimed at the eventual transfer of intermediate grade employees to staff status. There has been a steady movement in this direction, and it is likely to be speeded up by the N.J.C.'s introduction, as from November 12 last year, of new "miscellaneous scales" to cover such transfer.

★ National conditions of service covering such matters as working hours, overtime, holidays, sickness, subsistence, comparable with those in other public services.

In this connection, it may be added that new



GEORGE W. PHILLIPS, J.P., became NALGO's organising officer for gas staffs in August, 1955.

He is staff side and joint secretary of the National Joint Council for Gas Staffs, officers'

side and joint secretary of the Senior Gas Officers Joint Council, and joint trade unions' side secretary of the National Joint Standing Committee for Intermediate Grades.

Mr. Phillips has had a long career in the public services. He entered the local government service in 1921, and joined NALGO the following year. As a member, he served the Association at every level—on his branch executive, on his district committee and its sub-committees, and finally (from 1943 to 1947) on the National Executive Council. He joined its staff in 1948, as organising officer for health staffs

gas staffs pensions schemes for staff and senior officers were approved by the Minister of (Fuel and) Power in September, 1952, with effect from May 1, 1949. The trade unions—including NALGO—were consulted before the new schemes were adopted by the Gas Council, and have since played their part in securing amendments, as well as in getting pension increases for those already retired. Intermediate grade employees are covered by the manual workers' pension scheme which came into operation on June 1 last year.

Autonomous—but not alone

To make its own contribution to these achievements and to the general success of the new negotiating bodies, NALGO has made many important changes in its own constitution and machinery. Everything has been done, and will continue to be done, to make sure that gas members in NALGO are fully in control of their own interests.

But it is not just a case of gasmen for gas staffs. In NALGO, gas staffs can settle their own business knowing that they are backed by the united strength of a massive, long-established, comprehensive trade union. The presence of N.E.C. representatives on the national gas service conditions sub-committee is a friendly reminder of this.

Equally, gas members help to shape the affairs of the Association as a whole, sending branch representatives to the district committees and to Conference, and helping to elect the National Executive Council, of which the chairman of their own national service conditions sub-committee is an *ex officio* member.

All this would be impossible without the loyalty of hundreds of members who, at branch, district, and national level, have given their time and talents to the service

(Continued after Supplement)

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

G A S



greet the future

**"... a vigorous and enterprising industry at the
beginning of a new stage of its development ..."**

THE TIMES

HERE THEY COME!—just a few of the 136,000 workers in Britain's gas industry, a few of the first-class team that is seeing to it that we get all the gas we need to make our homes more comfortable and our factories more efficient.

That's the gas salesman hand-in-hand with MR. THERM—and you'll recognise the meter man, and possibly the home service adviser, too. Can you spot the others—the accountant, the chemist, the telephone operator, the short-hand-typist, the engineer?

Some of them we never see. But they are all serving us today, and, with their thousands of fellow-workers, they are all

building the gas industry of tomorrow—the industry that will bring cheaper and still better gas, and all that that means in cheaper and better heating, power, and goods.

The gas industry became the nation's property just ten years ago. But, as an industry, it is nearly 150 years old. Yet, despite its age, it is today as lively, experimental, and forward-looking as the youngest industry in the country. It's as flexible, and as useful, as the gas flame itself.

What is it doing and what is it planning? This leaflet sets out to tell you, briefly and clearly, and to show you why the gas industry—and all its workers—can greet the future eagerly and with confidence.

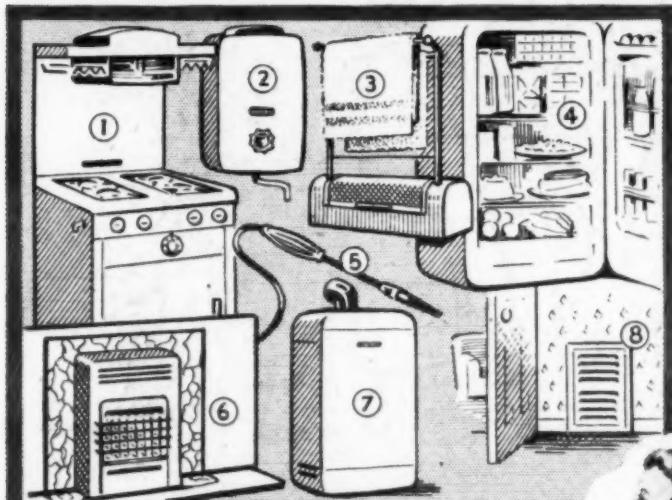
AT HOME

EVERY YEAR, more and more people use gas to cook their meals, warm their homes, heat their water, and generally to make their lives cosier and more comfortable.

Today, more than 40,000,000 people—five out of every six in the land—enjoy its benefits, in more than 12,000,000 homes.

The amount of gas they use has gone up by nearly half in the past 20 years. Not so much recently, though—because the modern gas cooker, or fire, or water heater, burns less gas to give even better service.

For example, the latest kind of gas fire burns less than half as much gas to keep a room just as warm.



1. Gas cooker with high-level grill and automatic ignition
2. Gas water heater, giving instant hot water at any time
3. Gas-heated towel rail also keeps bathroom aired and warm
4. Gas refrigerators are silent, have no moving parts
5. Gas poker, for lighting fires quickly and cheaply
6. Gas fire's convector grating circulates warm air
7. Gas-fired domestic boiler gives easier central heating
8. Gas warm-air house heating uses unobtrusive gratings

Every appliance now sold in a gas board showroom or by an authorised dealer—and that is where nineteen out of every twenty of them are sold—must bear the industry's Seal of Approval. The seal goes only to those that have passed stringent tests. The expert research workers of the Gas Council and the 12 area gas boards work hand-in-hand with the makers of gas appliances to ensure that all are safe, efficient, attractive.

They now offer the housewife comfort-level grills and ovens; burners that light automatically; a heater giving instant, endless boiling water; gas taps at hand-height instead of on the floor; special appliances for the old, the blind, the handicapped.

They offer her, too, the cheapest small refrigerator now on the market; and what a county architect has called "the cheapest form of whole-house heating I know"—one that takes gas-warmed air into any room of the house, at temperatures easily controlled.

Yes, more and more homes are using gas—thanks to the technical skill of the industry's back-room boys (and girls), the knowledge of its salesmen and showroom staffs, and the tips of its home service advisers in helping 12,000,000 housewives to make the most of all that gas has to offer.

Try this tasty "top-of-the-stove" dish on your gas grill

STUFFED BACON ROLLS



12 slices of bacon; 2 onions
4 oz. breadcrumbs
2 tablespoons chopped parsley
1 tablespoon chopped chives
Salt, pepper, pinch of nutmeg
Hot meat stock

Cut the rind off the bacon. Grate the onions, mix with the breadcrumbs, parsley, chives, and seasonings, and blend to a paste with the hot meat stock. Divide the mixture into 12 portions, and put a spoonful on to each bacon rasher; roll up loosely, and secure with a cocktail stick. Grill under a medium heat, turning frequently, until evenly cooked. Serve hot, with fried apple rings.

AT

APART FROM other of our home electric light furniture, and so

More than 4,000 aircraft industry separate parts of furnaces. In the production by needed for the annealing. The gas for surface flame—gas "flame" cuts out the use

Gas is at work in industries, in catering part in making detergents and novels and news

Why do so many the same quality

Gas is cleaner purer and our heat from a ton the coal directly, where gas-fired previously used

And gas is flexible works in the glass fuel suitable for the only one given confined to the

Selling gas to gas industry's income—and many of its manufacturer ex

WITH NEW METHODS



TO MEET TOMORROW'S demand—and today's—the gas industry has given itself an exciting new look—and not only in its bright showrooms.

Today, there are only half as many gas works as there were ten years ago—yet they are producing more gas. Why? Because production has been concentrated in fewer, larger, cheaper-to-run units.

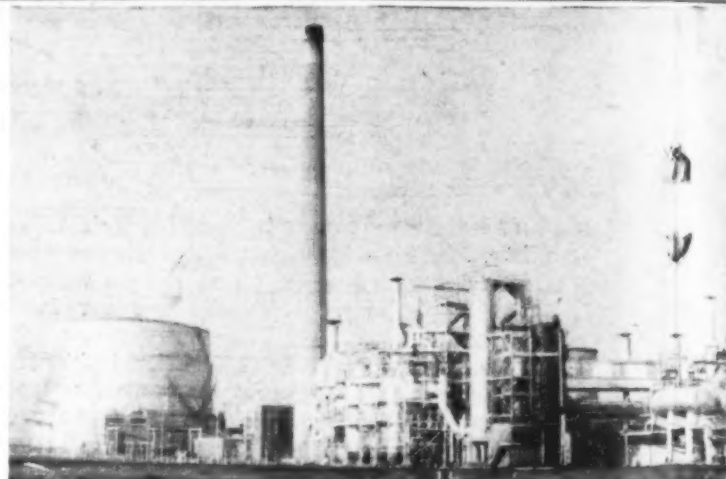
More than 16,000 miles of new mains have been laid—a big step towards the national gas grid that will take gas cheaply all over the country.

Better still, the industry's engineers and chemists and other research workers have been finding new ways to make gas—ways that dispense with the high-grade coal that gets scarcer and dearer as our mines become more mechanised.

They are building plants to make gas from the smaller, cheaper coal now so plentiful. They are making gas from oil. And they are experimenting with frozen natural gas brought across the seas by tanker.

Some of these new processes yield gas that is cleaner, safer—and that, when there is enough of it, will be cheaper.

Administrators have been streamlining, too. Costs have been cut by centralising accountancy and clerical work, and by adopting newer, faster ways of doing it. Like all their fellow-workers in the industry, the clerks and the typists are ready for the future.



MAKING GAS by new methods, this gas-from-oil plant is one of nearly 40 already at work. Oil is much cheaper than the usual high-grade coal.

(South Eastern Gas Board photo)

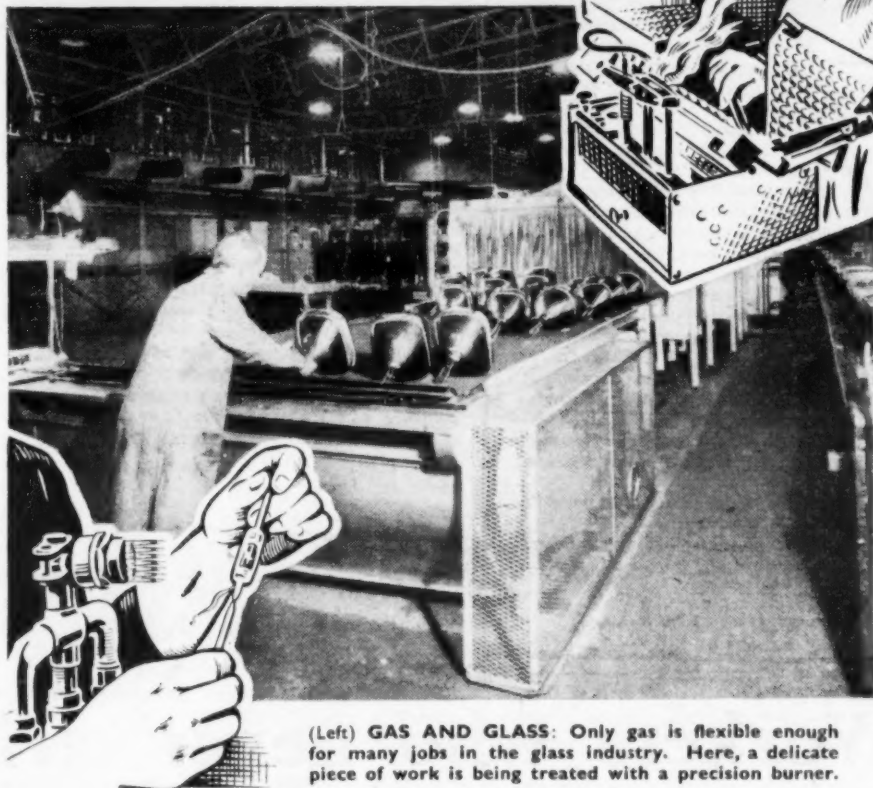
AT WORK

ART FROM gas fires, cookers, and water heaters, many of our home comforts depend on gas. It helps to make electric light bulbs and radio valves, our food and our future, and scores of other things we use every day. More than 4,000 industrial processes now use gas. In the aircraft industry, for example, no fewer than a thousand separate parts of a jet aeroplane engine are treated in gas ovens. In the steel industry, gas cuts costs and speeds production by giving and holding the exact temperature needed for the simplest casting or the most complex heat-treating. The motor car industry is one of many that use gas for surface hardening of metals by direct contact with a gas—gas "flame-hardening" of camshafts, for instance, without the use of expensive alloys. Gas is at work in the shipbuilding and engineering industries, in catering, in the jewellery trade. Gas plays a major part in making our coins and cameras and cosmetics, our detergents and dry-cleaners, our paints and polishes, our films and newspapers.

Why do so many manufacturers use gas? Basically, for the same qualities that appeal to the housewife. Gas is cleaner than coal—and thus helps to make our air purer and our homes and towns brighter. Since it gets more heat from a ton of coal than could be obtained by burning coal directly, it is also cheaper. Ask the pottery industry, where gas-fired kilns are saving two-thirds of the coal previously used.

And gas is flexible and easy to control. Ask anyone who works in the glass industry. Gas, he will tell you, is the only gas suitable for making and moulding glass—because it is the only one giving a clean, controllable flame that can be confined to the exact spot where the heat is needed to do the job. Selling gas to industry needs special knowledge and experience. The industry's industrial sales representatives and industrial gas engineers and many of its district representatives, too—must be able to show the manufacturer exactly why and where and how gas can be of service to

(Below) **MAKING TV TUBES:** Gas precision-flame burners are used to assemble them, and gas-heated ovens to harden them. (Right) **SAFEGUARDING HEALTH:** a gas flame is used to seal these phials of vaccine serum.



(Left) **GAS AND GLASS:** Only gas is flexible enough for many jobs in the glass industry. Here, a delicate piece of work is being treated with a precision burner.

him. Fortunately, they, too, can rely on the skill of its research workers for apparatus to meet industry's never-ceasing, ever-changing demands.

Their success speaks for itself. Today, industry burns twice as much gas as 20 years ago. Three-quarters of the increase has come about since 1945—and industrial consumption is still rising steadily.

DS




DISTRIBUTING GAS, and linking the units making it, miles of new mains like this run underground and unseen across Britain. (North Thames Gas Board photo)



ACCOUNTING FOR GAS with the latest electronic equipment, this billing and records office will handle 10,000 bills a day. (Eastern Gas Board photo)

one of nearly
-grade coal.
st Board photo)



Mr. THERM
hero or villain?

WE'VE ALL seen MR. THERM—the endearing little character who enlivens advertisements for gas and gas appliances. But what about his namesake, the anonymous “therm”—no “Mister” and no capital T—who lurks in our gas bills and statements?

This “therm” is strictly scientific: a therm is 100,000 British Thermal Units, and a B.Th.U., as it is called for short, is the amount of heat needed to raise the temperature of one pound of water one degree Fahrenheit. A therm is roughly equivalent to 200 of the cubic feet in which our meters register our gas consumption. But, since the heating power of gas can vary, it is a much more accurate way of measuring it. When our gas bill tells us that we've used so many therms, we know that we are paying only for the actual heat we've used. A single therm, costing on average 1s. 11d., will:

- Cook eight Sunday dinners for four people;
- Provide eight hot baths;
- Run the average gas fire for eight hours;
- Give more than 60 gallons of hot water from a sink heater;
- Boil 250 pints of water; or
- Run a small refrigerator for a week.

Gas bill ups and downs

LIKE EVERYTHING else, your gas bill has probably gone up in the past ten years. The average cost per therm, for home or factory, has risen by two-thirds since 1949.

But the industry's own bill has gone up even more. The cost of the coal most gas is made from has nearly doubled. In May, 1949, it cost about £3 a ton. Now, the gas boards have to pay about £5 16s. a ton for it. Other materials used in making gas have gone up, too. So have transport charges, wages, and salaries.

So, in 1957/58, the gas industry had to meet a bill of £386,000,000. This was £175,000,000—83 per cent—more than it was in 1949.

If all these extra costs had been passed on to you proportionately, you would be paying 2d. a therm more than you are paying now—or, on average, an extra 1s. 9d. on every £1 of your bill.

But, by steadily improving its efficiency

and productivity, the industry has absorbed about 10 per cent of these increases. For example, there are fewer workers than there were ten years ago—but the amount of gas available has gone up by 15 per cent. Similarly, the industry is steadily getting more gas out of every ton of coal it uses. But for that, it would have needed an extra 2½ million tons of coal last year—and, at £5 16s. a ton, that would have cost £14,500,000 more!

In these ways, the industry has kept the price of gas as low as possible—and helped to keep down the prices of the many goods gas helps to make.

As this leaflet shows, the improvements are still going on. The whole industry is making every effort to stop your bill going up again—and to bring it down at the earliest possible moment.



Workers who never strike

HAVE YOU EVER THOUGHT what it means to the workers when a local gas works closes down, when one central office replaces several local ones, or even when your meter is changed from pennies to shillings with the result that some of the meter man's visits are cut out?

When any of these things happens, a man may have to travel miles to a job that used to be just round the corner. He may have to move house and family—not to get a better job, but just to follow the one he has. He may even find himself no longer needed—“redundant”—in the industry he has served since boyhood.

Workers in the gas industry have had to face all that in the past ten years. It is part of the price paid for the streamlined efficiency needed to keep down costs and step up service.

It can be a heavy price for the workers and their families. Despite it, however, despite the vast upheaval reorganisation has meant for many thousands, the gas industry has maintained its long record of good industrial relations. It has never had a major strike among its workers.

One reason for this is that the industry believes in and operates collective bargaining. The pay and working conditions of every worker are settled by national agreements between the employers (the area gas

boards and the Gas Council) and the trade unions. Equally important, it operates a system of joint consultation between workers and employers—for example, when reorganisation is being planned.

Though there have been difficulties, the system has largely overcome them. When changes have meant reducing the number of workers, it has usually been possible to look ahead and to keep dismissals to a minimum by leaving unfilled the jobs that become vacant through normal retirements and resignations.

Where NALGO comes in

One of the trade unions that have helped to build up this system is NALGO—the National and Local Government Officers Association, which prepared this pamphlet.

NALGO is open to all employees of the nationalised gas industry except manual workers. It has several thousand members in the industry—people like those in our picture, as well as many others.

NALGO's gas members are part of the

biggest trade union of “black-coated” workers in the country—and one of the most responsible. For NALGO has well over a quarter of a million members, in local government, the national health service, new towns, water and bus companies, canals, ports, harbour boards, and the electricity supply industry, as well as in the gas industry. And, in the more than fifty years since it was founded, NALGO has never called a strike. Its constitution has no strike clause, and its members have always refused to add one: they believe that the force of argument is better than the argument of force.

NALGO believes that the interests of its members are bound up with those of the public they serve—with YOUR interests. That is why it has issued this leaflet to tell you how its members in the gas industry are helping to bring you the benefits of new methods and long experience.

NALGO believes you will agree that they are doing a good job—and that they deserve well of you, and of the industry whose future depends on their loyalty and skill.

NALGO IN GAS (continued from page 142)

of their fellow-members in the gas industry. Mention must be made at least of T. FEARNLEY, N.E.C., and R. W. ILEY, who were among the Association's first representatives on both the former and the present National Joint Councils; F. EADE, the present chairman of the national service conditions sub-committee for gas members; H. J. CLAY, former chairman of the Association's advisory panel for senior gas officers; and D. S. DAVIES, his recent successor.

The staff side secretaryships of the three negotiating bodies described have always been held by one of NALGO's professional officers, and the same is true of the appropriate secretaryships of many of the corresponding bodies set up for all these sections at area level.

On-the-spot help with appeals

Gas members have had good reason to appreciate the expert professional help "on tap" at the Association's 12 district offices. District organisation officers and their colleagues have always been on the spot to conduct the appeals made possible by the national negotiating machinery—appeals which have brought better pay and conditions to so many individual members. They have also worked untiringly to protect members from redundancy and other ill-effects of the reorganisation that has taken place in most of the area boards.

Gas staff redundancy has had publicity throughout the Association and has caused concern among NALGO members in all services. In spite of this—or perhaps because of it—the problems have been largely overcome in the great majority of the area boards affected. They have, however, shown how important it is to strengthen and make full use of the industry's provisions for joint consultation.

Gas gains are staff gains

No union is more clearly and firmly committed to the principle of joint consultation than NALGO, and no union has more right to ask to be taken fully into the industry's confidence. Whatever difficulties the past ten years have brought, NALGO has never allowed itself to be stampeded into denying one of its fundamental beliefs:

That whatever benefits the industry as a whole must also, in the long run, benefit its staffs. The reverse, of course, is also true: **That whatever harms staffs will also harm the industry.**

Now, as always, NALGO is ready to go forward with the industry in shaping a future that not only the industry itself, but the staffs who are so vital a part of it, can greet with confidence.

Arbitration plan goes long way to meet NALGO's need

THE Minister of Labour has kept his promise to NALGO and has introduced a new clause into the Wages Councils (Amendment) Bill—the title of which is now amended to Terms and Conditions of Employment Bill—to replace the "issues" procedure lost by the abolition of the Industrial Disputes Order.

The clause enables any "organisation of workers" which is party to an agreement or award on terms or conditions of service to report to the Minister wherever an employer fails to observe the established conditions; and enables the Minister to settle the claim by whatever means he thinks fit, including reference to the Industrial Court or back to the negotiating machine if he thinks that this has not been fully used.

It thus goes a long way to meet our need of machinery to compel employers to observe negotiated agreements.

The clause also provides that:

- a claim can be reported only by an organisation represented on the Whitley Council;
- no claim can be reported in respect of terms or conditions fixed by statute. (This excludes a claim on health service salaries);
- an award of the Industrial Court will operate from a date not earlier than that on which the employer was first told of the claim.

NALGO makes three points

Before tabling the clause, the Minister invited NALGO's views. It raised three points:

- The proposed clause would not seem to provide for a claim against a local authority which refused to implement a decision of the appeals committee of a provincial council or the National Joint Council on an individual appeal.
- The provision governing the operative date of an Industrial Court award took no account of the fact that some time might elapse before a staff organisation learned that a local authority was not implementing a national agreement, and that it would be still later, therefore, before it could make a "claim" on the authority to do so.
- Registration officers were outside the scope of the provisions. (They were, similarly, outside the scope of the Industrial Disputes Order.)

Unfortunately, the Minister was unable to meet any of these points. He suggested that the difficulty over individual appeals might be overcome through an amendment of the Charter; maintained that the principle governing the operative date of the Court's award was based on that which had governed awards under the Industrial Dis-

putes Order, which had apparently worked satisfactorily; and saw no hope of amending the general provisions to cover registration officers.

The question of individual appeals has since been raised in the executive committee of the National Joint Council, and the employers have undertaken to consider it.

The point about the operative date of the Court's award has been taken up by the County Councils' Association, which is seeking an amendment of the clause to allow the Court to back-date its award to the operative date of the appropriate Whitley agreement. NALGO has asked Mr. John Woollam, M.P., to support the amendment.

Meanwhile, the Association is also taking action to secure alternative machinery to that provided by the "disputes" clause of the Industrial Disputes Order for the settlement of differences between the staff and employers' sides of negotiating bodies. Its aim is to establish machinery for voluntary arbitration within the constitution of each Whitley Council with which it is concerned.

The present position is as follows:

In local government, the joint secretaries have been asked to recommend amendments to the National Joint Council's constitution;

In gas and electricity, the constitutions of the negotiating bodies cover the point;

The New Towns Whitley Council has approved the provision in principle, and is likely soon to amend its constitution; and

In the health service, the matter is still being considered by the General Council.

PENSIONS INCREASE**Deputation to Chancellor?**

NALGO and other interested bodies on the T.U.C. local government advisory committee are seeking more information from the Chancellor of the Exchequer about the government's proposals for helping public service pensioners, forecast in the Budget speech. They have asked him to receive a deputation on the matter as soon as possible.

NALGO's representatives had told the advisory committee on January 19 that the Association proposed to seek pensions increases on cost-of-living grounds. Because of this move by NALGO, a small sub-committee was set up to consider the views of other trade unions.

Conference will have an opportunity to debate the matter at Scarborough on the N.E.C.'s motion calling for a new Pensions (Increase) Act.

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

ELECTRICITY NOTES

by L. G. MOSER

New claim quotes civil service 'fair comparisons' probe and pay

THE STAFF SIDE of the National Joint Council for administrative and clerical grades in the electricity supply industry has asked the Council to revise the general clerical scale in the light of recent revisions to the scales for civil service clerical officers and clerical assistants; and to make appropriate changes to all other scales. The claim will be considered by the N.J.C. on May 26.

The electricity general clerical scale, and the two civil service ones referred to, are:

ELECTRICITY General clerical (Provincial)		CIVIL SERVICE Clerical Assistants Officers (National)	
Age	£	Age	£
15	205	15	209
16	230	16	244
17	260	17	280
18	290	18	315
19	325	19	352
20	350	20	390
21	385	21	420
22	415	22	439
	450	23	458
	475	24	476
	505*	25	494
			512
			530
			555
			549
			562
			645*
			670
			575
			589
			690
			710
			730
			765

* Efficiency bar

These civil service scales have arisen largely from the award made by the Civil Service Arbitration Tribunal on February 15 this year, with effect from July 1, 1957; the figures quoted also take account of a cost-of-living rise effective from December 1, 1958.

The arbitration award was based on the findings of the Civil Service Pay Research Unit, which had spent many months making a full investigation of current remuneration outside the service for duties comparable with those carried out by the clerical officers and clerical assistants. The research unit has at its disposal investigating facilities not generally available to either side of any negotiating body. Although the findings themselves have not been published, scales based on them may fairly be regarded as reflecting what is paid outside the public services.

They thus represent the first sure guide to implementing the principle of "fair comparison" advocated by the Royal Commission on the Civil Service, 1953-55. Stating that "the primary principle of civil service pay should be fair comparison with the current remuneration of outside staffs employed on broadly comparable work, taking account of differences in other conditions of service," the Commission pointed out that this was in the ordinary citizen's interest as a taxpayer: the government would not be wasting money by paying more than other responsible employers paid, nor running the risk of inefficiency by paying less.

The staff side of the N.J.C. has, of course, frequently contended that the salaries of administrative and clerical employees in the supply industry have fallen seriously behind those in other fields; but boards' members have not felt able to accept the limited references put forward as indicative of general practice. Now, for the first time, a comparison can be made

with scales based on detailed information about what is paid in private industry, and the figures show how just is the staff side's contention.

Comparison is slightly complicated by the fact that the supply industry now has one common scale corresponding to the two civil service ones. Nevertheless, the staff side's nine-page memorandum supporting its claim points out that optimum recruiting standards are similar, though slightly lower than those for clerical officers, and that the duties covered by the electricity general clerical scale fully encompass all those of clerical assistants and most of those of clerical officers—especially since it is assumed that the more responsible work of the latter is handled by senior officers who are near the top of the scale.

In fact (the staff side recalls) the similarity was recognised in practice in 1947-48. The civil service clerical officers' scale then ran from £145 by 18 steps to £440, and the electricity general clerical division from £135 by 16 steps to £385. The civil service clerical assistants scale for men was not introduced until January 1, 1951, when it ran in 17 steps from £135 to £369. By that time, the electricity general clerical scale ran in 14 steps from £150 to £430.

The staff side's claim adds that other scales in the industry are related to the general clerical scale, having been determined largely on the basis of "internal relativities"—the second principle recommended by the Civil Service Royal Commission. So they, too, have fallen behind, and should be revised.

SUPERANNUATION SCHEME

NALGO suggests changes

NALGO HAS asked the Electricity Council to consider improvements to the Electricity Supply (Staff) Superannuation Scheme.

There should be an opportunity for such consideration later this year, when details of the quinquennial valuation of the scheme become available. In anticipation of this, the national service conditions sub-committee (electricity) invited the district sub-committees to say what changes they would like to see.

So many suggestions were received that, as I reported in February, the national sub-committee set up a small sub-committee to review them.

It was a stiff task, and, when the national sub-committee met on March 16, it recorded its appreciation of the way it had been discharged. It also accepted the sub-committee's recommendations in full, and these therefore form the Association's proposals to the Electricity Council. They include:

1. That a single contribution for all benefits should replace the separate provisions for normal and family benefits—the purpose being to avoid difficulties when single employees who have been members of the scheme for some years get married and wish to qualify for maximum possible benefits for their dependants.

2. That widows' pensions in all circumstances should be increased from one-third to one-half of the pension the member would have received on retirement, with a proviso that, if the member dies in the service of the board, his widow should receive a pension of not less than one-sixth of his pensionable salary. (At present, the widow's pension of one-third is payable only in circumstances

related to those in which he died. If a married member dies while in the service of the board, or after retirement through ill-health, his widow receives a pension based on the period during which contributions for normal benefits have been paid. If, however, he dies after retirement at normal age, his widow's pension is based only on the period during which contributions for family benefits have been made.)

3. That children's benefits should be increased to £80 a year for the first child and £70 a year for each additional child. (At present, the amounts are £50 and £45 respectively, and have remained unchanged since the scheme was introduced.)

4. That provision should be made for earlier retirement—at least that members should be allowed, if they so wish, to retire at an age not exceeding 60 after not more than 40 years' service, and should then be able to qualify without further contribution for up to 45/80ths by continued service counted from the date such option is exercisable. (At present, normal retiring age is 65 for a man and 60 for a woman, except in the case of those who, on transfer, retained a right to retire earlier. A separate clause provides, if the board employing the member concerned so requests, for a pension to be paid to a member with not less than 25 years' contributing service who retires within the five years before his normal retiring age. Entry to the scheme is at age 20; contributions are payable from the date of entry for a period of 40 years, or until ceasing to be in the service of the board, or until attaining normal retiring age, whichever is the shortest; and the maximum pension is 45/80ths of pensionable salary, provided that a member shall not be entitled to reckon more than 40 years' contributing service except in respect of service during which he was employed after attaining normal retiring age.)

5. That provision should be made for the automatic review of pensions of retired employees in the light of increases in the cost of living. (There is no such provision at present.)

Other detailed proposals include requests that the option to purchase added years should be exercisable at any time, instead of only within six months of joining the scheme; that a member leaving the scheme because of misconduct should only forfeit his rights if the misconduct has resulted in financial loss to the board; that, when a member opts to have an increased annual payment instead of his lump sum payment, the conversion rates should be such as will restore a pension equivalent to that which would have applied on a basis of 60ths instead of 80ths; and that both the pension of a member who retires through ill-health before normal retiring age and the amount payable on death before retirement should be improved.

GOING UP!

Two members promoted

WELL-DESERVED promotion is taking M. HAWKESWORTH beyond the sphere of the N.J.C. and the national service conditions sub-committee. Formerly a group accountant in the Yorkshire division, he is now to be establishment officer of the new Yorkshire-North Eastern region of the Central Electricity Generating Board—a post which comes within the scope of the managerial agreement.

Mr. Hawkesworth is treasurer of the Leeds and district electricity branch. Chairman of the Yorkshire district service conditions sub-committee and also of the staff side of the Yorkshire district joint council, he has also given notable service at national level ever since 1950, when he became a member of the consultative committee that preceded the present national service conditions sub-committee. The Association's electricity members have good cause to wish him well in his new post.

Congratulations, too, to another keen NALGO member, G. MORLEY DAVIES, new press and information officer to the Electricity Council.

GAS NOTES

by G. W. PHILLIPS

'Increase pensions now' call: officers and compensation

THE staff side of the National Joint Council is to make an immediate approach to the Gas Council for an increase in the pensions of retired members of the industry.

This was decided at a meeting of the staff side on April 15. It will be recalled that the Chancellor of the Exchequer forecast increases for public service pensioners in his Budget speech, but he did not specifically mention pensioners of the nationalised industries.

"Special salesmen" agreement

A summary of the N.J.C.'s recent agreement on the employment of staffs on a salary and commission basis was published in the *March Public Service*, and it has been suggested that the meaning of clause 2 may not have been made quite clear. To avoid confusion, therefore, here is the clause in full:

"This type of scheme for the employment of special salesmen shall be additional to the present type of arrangements for the employment of salesmen which are already in operation. This agreement will not affect existing arrangements."

Scotland finds 145 new members

THE recruitment drive among unorganised gas staff in Scotland has brought 145 new members into NALGO since August last year, and has reduced the estimated total of staffs who

are not members of any trade union from 17 per cent to 9 per cent.

Welcoming this news at its meeting on April 14, the national service conditions sub-committee decided to ask all district sub-committees to follow Scotland's splendid example. To help the drive, a new recruitment leaflet describing the advantages of NALGO membership to gas staffs will be issued shortly.

FUEL FORUM

Redundancy in south 'points the peril'

THE STORY of the Southern Gas Board redundancies, told in the *March Public Service*, is indeed sad and disturbing. Some of us, however, are now saying that it might have been much worse. But could it have been appreciably worse than it was? From the facts that have emerged, it is only too obvious that the board did what it set out to do, and that our national policy on redundancy, as formed at various Conferences and at meetings of the national gas service conditions sub-committee, had little or no influence on events.

I think it is true to say that the problem was

Subsistence—guide or agreement?

The national sub-committee decided to inform the staff side of the N.J.C. that, in NALGO's view, the present "guide" on subsistence allowances should be replaced by a binding national agreement. The staff side has already been asked to seek improvements to the "guide."

SENIOR GAS OFFICERS

Compensation on individual basis

THE officers' side of the Senior Gas Officers Joint Council has decided not to press for a formal agreement to cover compensation for redundancy among senior officers. This is because the Gas Council has given a written assurance that the area boards are prepared to treat senior officers on an individual basis, as they have done in the past.

'No change,' says Weir Committee

"LEAVE WELL ALONE!" That, in effect, is the reply the Weir Committee has given to suggestions that the electricity and gas boards should combine on some aspects of consumer service.

The Committee's 40-page report (H.M. Stationery Office, 2s.) records the outcome of inquiries that have been going on for many months. It shows conclusively that, however attractive it may seem to the outsider, this kind of limited cooperation between the two industries would cost more time and money than it could ever save.

The Committee's main conclusions are as follows:

- ★ "Boards should be free to organise their own meter reading and billing in the way which seems to them most efficient and economic and most convenient for their consumers . . . We do not recommend joint meter reading, but we accept the possibility of certain special circumstances existing in remote and scattered areas which might permit of local joint arrangements."
- ★ "There is no case generally for boards sharing service centres and showrooms, but they should consider whether there is scope for doing so in some thinly populated country districts."
- ★ "The boards should remain free to spend reasonable sums on advertising in order to be able to develop balanced sales of gas and electricity. What is reasonable in particular circumstances should be settled by the boards concerned."

★ "Information should be exchanged as far in advance as possible about plans involving street works. Where this is not done already, the highways authorities should take the lead in convening meetings of the interested parties."

These findings will be warmly endorsed by NALGO's gas and electricity members—and, indeed, much of the report's supporting evidence reads like a paraphrase of the memorandum submitted by the Association's representatives. Throughout, it takes full account of the unsettling effect repeated investigations and reorganisations have on workers in the two industries. It says, for example:

"We were left in no doubt by the staff associations and the trades unions that, in their opinion, employees in the industries would not have confidence in a change to joint meter reading and billing. We think this is important, because good will and confidence are essential to efficiency in the development of any system."

The Committee was set up in March 1958, under the chairmanship of Sir CECIL WEIR. Its terms of reference were deliberately limited to the points mentioned, and it was asked to remember that the government favours competition between the two industries. It was clearly impressed by the evidence it received from many sources about the stimulating effect of the competitive spirit.

solved largely by people leaving the industry of their own accord, and not by any real measures of joint consultation. This is borne out by the admission that over 200 employees were lost between 1956 and 1958 by abnormal wastage—a result hardly to the credit of the trade unions involved. When large numbers of employees have to seek their own solution, however unsatisfactory, rather than put all their trust in the protective power of their unions, there is no room for complacency.

In a way, this is a cautionary tale. It points the peril of joint consultation that is too late and too superficial. As the article says, "Reorganisation was now a matter of urgency, so there was little scope for long-term methods of averting redundancy." Not only that—and that was bad enough—but the agreement eventually concluded by the area joint council provided no real safeguards for staffs. It offered a perfect "jointly-agreed" cover for the board to pursue the same policy as before.

However, it would be wrong to reason from this, as some of our members have done, that the staff side was at fault in seeking a joint agreement. The trouble was that the unions didn't try early enough and hard enough to drive a reasonably satisfactory bargain.

The essential lesson to be learned is that gas staffs can hope for reasonable protection in times of comprehensive change only if they can agree early with their employers on steps to overcome the worst aspects of redundancy. Such steps, of course, would have to be subject to the fullest supervision by the interested parties through the area joint council. But, again, time is all-important: to wait until the crisis is at its height and the redundancy lists are prepared is to court the disaster that overcame the Southern Gas Board staffs.

This realistic attitude was behind the proposal of the staff side of the north western area joint council for an agreement on the treatment of redundancy that might arise from the introduction of electronics. It was behind the action of the Manchester gas branch in asking last year's Conference—successfully—to support the idea of a national agreement to prevent dismissals as a result of such innovations. It is to be hoped that our leaders, with the warning from the south still ringing in their ears, will now take more urgent and forceful steps to carry out this policy.

TOM FERNLEY (N.E.C.)

14 Harbury Crescent,
Benchill, Manchester.

SERVICE CONDITIONS REVIEW

Service conditions developments in all services are summarised below. Members will find details of those in their own service on preceding pages.

LOCAL GOVERNMENT

PAY INCREASES, ranging from £10 to £50, and a merging of the general and higher general divisions into a single scale, with a bar for unqualified staff, have been agreed for Charter grades with effect from April 1. The new scales are:

General division: £210-595 (£655 where the extended scales apply), with a bar at £465 for unqualified staff (£525 for existing staff of authorities applying the extended scales). Qualified staff begin not lower than the second point—£240.

Clerical division: I £595-670; II £670-765; III £765-855.

APT division: I £610-£765; II £765-880; III £880-1,065; IV £1,065-1,220; V £1,220-1,375.

Miscellaneous: I £425-465; II £465-525; III £525-590; IV £590-630; V £630-715; VI £715-775.

Transport inspectors: I £595-615; II £640-660; III £665-690; IV £690-710; V £710-730; **foremen—I** £525-550; II £565-585; III £605-625; IV £655-675; V £690-710; VI £720-740.

The N.J.C. also agreed to allow:

the £40 industrial passage to be paid to public health inspectors in Ince-in-Makerfield, Kirkby, and Mexborough urban district councils.

Birmingham corporation to continue paying for another 12 months the additional £60 to public health inspectors employed full-time in the city abattoirs.

Staffordshire Potteries Water Board to apply the extended general and higher general division scales.

Increases for medical officers of health, ranging from 9 to 18 per cent, have been recommended by the health service Medical Whitley Council (Committee C) with effect from August 1, 1958. New commencing salaries range between £1,930-2,195 (not exceeding 75,000 population) to £3,065-3,605 (400,000-600,000 population). New scale for senior medical officers is £1,660-2,200 and for assistant medical officers—£1,150-1,640.

A 10 per cent increase for dentists employed in local authorities has been recommended by the Dental Whitley Council with effect from August 1, 1958. New scales are: dental officers £1,100-1,735; area dental officers £1,790-1,845; chief dental officers, between £1,900 and £2,230, depending on the population served.

Improved salaries for full-time clerks of valuation panels have been agreed by the Minister of Housing and Local Government with effect from August 1, 1958. The new scales are:

Class 3. £1,240-1,390; 4 £1,310-1,485; 5 £1,385-1,620; 6 £1,520-1,735; 7 £1,655-1,885; 8 £1,790-2,085.

NEW TOWNS

SALARY INCREASES, ranging from £24 to £118, have been agreed for senior officers on **grades APT VIII to XIII**, from October 1, 1958.

TRANSPORT

PAY INCREASES, ranging from £25 to £50 a year have been granted by the management to the salaried staff of the Potteries company.

ELECTRICITY

THE STAFF SIDE has asked the N.J.C. to revise the general clerical scale in the light of recent changes in comparable civil service salary scales and to make appropriate changes in other electricity scales. The claim will be considered by the N.J.C. on May 26.

NALGO has asked the Electricity Council to consider a number of improvements to the Electricity Supply (Staff) Superannuation Scheme, including increased widows' pensions and children's benefits, earlier retirement, and an automatic cost-of-living adjustment.

GAS

FOLLOWING the Chancellor's budget reference to public service pensioners, the staff side of the N.J.C. has asked the Gas Council for immediate increases for gas industry pensioners.

The officers' side of the Senior Gas Officers' Joint Council has decided not to press for a redundancy agreement for senior officers, since the

Readers' Forum

NEW PAY AWARD

"Departure from policy"

THE SETTLEMENT agreed to by the staff side of the local authorities' National Joint Council of April 15 appears to depart from NALGO's salaries policy, adopted by Conference in 1957 and endorsed last year. The following extract from paragraph 29 of the N.E.C.'s White Paper is worth quoting:

"The Council considered that . . . there should be some concentration on the position and claims of the upper half of the salary structure as a whole and, in particular, the A.P.T. division."

By accepting an award which gives increases of 5 to 6 per cent at most stages of the general division, but less than 4 per cent in the higher ranges of the A.P.T. grades, the staff side has not only failed in its objective, but has contributed to a worsening of the relationship between the two halves of the salary structure.

H. A. RICHARDS

Honorary secretary,
Winchester city branch.

This and other aspects of the agreement are discussed in the leader on page 135 of the local government edition, and will doubtless be considered at greater length at the pre-Conference meeting of local government delegates.

LIBRARIANS' GRADING

"A breach of faith"

NALGO'S REPLY to the protests of the Library Association at the new national grading for public library staffs makes sad reading, and seems hardly likely to encourage new recruits to the library profession to join the union. This was a decision affecting a complete cross-section of the public library service, involving many hundreds of branch librarians, senior assistants, reference librarians, cataloguers, and the like. The original 1951 award

area boards have undertaken to treat them on an individual basis, as in the past.

HEALTH

THE STAFF SIDE of the Administrative and Clerical Staffs Council is seeking full implementation of the new salary structure for general grades from July 1, 1958 (instead of on the "instalment plan" awarded by the Industrial Court last year) and reconsideration of salary scales in the light of increases recently agreed in other comparable services. These proposals will be considered by the Whitley Council on May 13.

The report of the fact-finding committee investigating designated officers' pay is now available.

The new scale for personal secretaries doing duties equivalent to the full clerical grade, and for supervisors responsible for not more than six typists, shorthand typists or machine operators, is £475 x 25(5) x 30—£630; Supervisors responsible for more than six but less than 20—£550 x 25(5)—£675; those responsible for more than 20—higher clerical grade. Secretaries and supervisors whose responsibilities are equivalent to those in the higher clerical, general administrative, executive I or executive II are to be so graded.

Storekeeper clerks' new salary scales are: Grade 1—£465 x 25(4) x 10—£575; Grade 2—£500 x 25(4) x 10—£610; Grade 3—£540 x 25(4) x 10—£650; Grade 4—£575 x 25(4) x 10—£685. Final assimilation date, July 1, 1959.

The difference on radiographers' salaries has been referred to the Industrial Court.

The four per cent claim for "protected" chief laboratory technicians, taken to the Industrial Court in March, was rejected.

—from which the present claim stemmed—resulted in 328 upgradings to A.P.T. III alone (according to the Library Association Record, August 1953). Most of these posts have now been assimilated back to A.P.T. I, and to suggest that this new award will result in "at least 65 upgradings" is little consolation for the large body of members holding posts which have lost ground and are back in the pre-1951 position. NALGO regards this as "a significant move forward." I would suggest that our representatives have missed (or ignored) the true significance of their action.

The excuse made for accepting the employers' offer was that, since the Library Association was prepared to accept A.P.T. II for an officer supervising a staff of five, obtaining this grading for a staff of six was as near as dammit! What has been glossed over is the fact that the Library Association, in the hope of reaching a compromise solution, had reluctantly advanced its figure from three to five staff—but that this was the absolute limit to which it was prepared to go. That NALGO, knowing this full well, and knowing that the proposed award was not acceptable to the Library Association, should have accepted the employers' offer can only be regarded as a breach of faith.

To those of us who have long been staunch supporters of NALGO, the realisation that the welfare of a few hundred librarians is of little account in a quarter of a million members comes as a bitter blow from which we shall not easily recover.

P. D. FOCKLINGTON

Borough librarian,
Bebington.

BOTH NALGO's and the Library Association's statements on the negotiations and settlement have been widely circulated, and there is nothing more that can usefully be said at this stage. It is true, of course, that many librarians who were graded on APT III in 1951 (scale £450-£495) are now on APT I (£610-£765). This is the result of the two changes in the salary structure made in 1954 and 1957, which affected all similarly-graded staff in the same way, and has been recognised as the inevitable consequence of reducing the number of APT grades from eleven to five. Where librarians, as a professional group, differ from many other APT staffs is that special efforts have been made on their behalf to improve their grading. These have resulted in a slight betterment for some, and although the staff side does not regard the recent settlement as satisfactory, it can justifiably describe it as "a significant move forward."

A QUALIFIED SERVICE

Do we want it or not?

AN important section of the Charter—paragraph 28, "Appointment and Promotion"—affects all members. Yet it appears, in recent years, to have been ignored by both NALGO and the employers. Rightly or wrongly, NALGO supported its inclusion in the Charter and the principle of a qualified service, but it now adopts a neutral attitude towards its implementation, while the employers either ignore it or follow it to the letter, as they wish.

Through its education policy and correspondence institute, NALGO has actively encouraged members to study for promotion, with the result that local government has too many qualified officers for the number of higher-grade posts available. The position is aggravated by authorities appointing or

promoting unqualified staff to the detriment of qualified officers, often without protest from the NALGO branch concerned. The interests of most older officers have been adequately safeguarded by the terms of paragraph 28. If NALGO still believes in a qualified service, it should not allow employers, by means of local arrangements, to avoid carrying out the terms of a joint agreement.

L. A. STOKES

Public health department,
Croydon

NALGO still believes that a qualified local government service is best for everyone concerned. It is, in the first instance, the responsibility of branches to watch appointments and promotions and, where a local authority ignores the provisions of Paragraph 28 of the Charter, to report the circumstances to their district organisation officer.

EARLIER RETIREMENT

Teachers' example

A SCHOOLMASTER may retire from teaching at any age, so long as he has completed 30 years approved service (20 years for a married woman), and leave his contributions in the superannuation fund. His lump sum and pension become payable when he reaches the age of 60, or, if he dies before then, the contributions become repayable. How's that for an objective?

E. WALTERS

Poole, Dorset

A similar proposal is among the proposed amendments to the superannuation scheme which NALGO is shortly to discuss with the local authorities' associations

EQUAL PENSIONS

A joint solution?

E. E. SLETTER in the March *Public Service* exemplifies what many single men and women think—quite mistakenly, of course—when he protests that married men with children receive so many extra benefits from the state and its social services at the single person's expense. This argument is fallacious, for it is the present working generation which provides the money to pay the pensions of those now in retirement. The only real hope single people have of receiving a pension when they retire is that there are enough young people—working, earning, and paying taxes for their benefit. Thus, married men with families are contributing to the ultimate benefit of those not so blessed.

So get together, single ladies and gentlemen, and earnestly consider your problem, if only for self-insurance. In union it can be resolved!

R. L. DONALDSON

Cheshire branch

PENSIONS INCREASES

Not for L.P.T.B. pensioners

I WAS pleased to read in the February journal that NALGO was to seek further increases for public service pensioners. The Chancellor of the Exchequer's recent announcement that he hoped to improve these pensions gives NALGO an opportunity to press its claims. I hope that, in doing so, it will consider the plight of officers like myself who were compulsorily transferred from local authority transport departments to the London Passenger Transport Board under the 1933 Act.

This Act allowed a transferred officer to remain within the superannuation fund of his original local authority, if he so chose, and to enjoy all its legal or customary rights and privileges. This meant that, on retirement, the regulations of his former authority would apply to him as though he had retired from the authority at that date.

I retired from the London Transport Execu-

tive in 1953, and, having elected to remain within my old authority's scheme, received my pension from the council. But when the 1956 Pensions (Increase) Act took effect, I found I was entitled to an increase based only on my years of service with the authority up to the time of my transfer. My twenty years with the L.P.T.B. could not be taken into account without ministerial authority, although I had paid full contributions to the superannuation fund for the whole of that period.

I hope that NALGO will be able to take some steps to redress this injustice.

W. GUSSIN

202 Grange Road,
Hford, Essex.

When the Pensions (Increase) Act, 1956, was before the House of Lords, Lord Burden, on NALGO's behalf, sought the inclusion of these retired officers within its scope, but he was told that the government would take no action unless asked to do so by the London Transport Executive. The

British Transport Commission has not yet sought to increase the pensions of its former employees and, until it does, NALGO can make no further progress on these retired members' behalf. It will, of course, take this new opportunity to press their claim again.

CAYTON BAY

"Leave to judgment of delegates"

MY BRANCH does not agree with everything contained in the statement issued by the National Executive Council about Cayton Bay, and intends to challenge it at Conference. May we, therefore, ask all branches not to instruct delegates how they must vote on this issue, but leave it to their judgment after hearing the arguments on both sides and, if they feel inclined to do so, visiting the centre?

J. MOORE

Honorary secretary,
Eston branch.



all the answers about

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Come to NALGO's schools at Oxford and Cambridge for Practical help in day-to-day work

LAST YEAR, NALGO summer school students overflowed the boundaries of Trinity Hall, Cambridge, into a neighbouring college. The record number attending the school must have carried good reports to their friends and colleagues, for requests for places at this year's Oxford and Cambridge schools are already pouring in. Indeed, owing to the interesting programmes which are developing, the education officer doubts whether, even with two schools, he will be able to fit in everyone who wants to come—so members are advised to send in their applications early.

The Oxford course, to be held at Balliol College from August 12-19, is primarily intended for those who have administrative responsibilities or, having a professional or technical qualification, hope to obtain an administrative post. Under the general title "Working together," current problems in the management and administration of the public services will be discussed.

"The rôle of the administrator" will be considered by SIR NOEL F. HALL, Principal of the Administrative Staff College. SIR G. SCHUSTER, chairman of Oxford Regional Hospital Board and author of the recent Acton Society Trust report on creative leadership in the hospital service, will discuss "Leadership in the public services." "Problems of internal financial control" will be considered by L. E. HOLMES, treasurer, Orpington urban

district council; and R. W. REVANS, professor of industrial administration at Manchester College of Science and Technology, will lead a discussion on the "Application of work study to the public services."

Other topics will include "Management and the specialist," "Principles of departmental organisation," "Purchasing as an aspect of management," and "Education and staff training." There will be discussion periods after the lectures, and group study of matters of common interest, including committee work, organisation and methods, and report writing.

The programme for the Cambridge school, to be held from September 17-24, will be on similar lines to that of recent years. Some of the professional organisations are helping to arrange study groups which will enable members to consider the current problems of their particular service and methods closely related to their day-to-day work. Here are some examples of the programmes:

HOUSING:

Principles of management; housing finance and accounts; rehousing—slum clearance and overspill; maintenance and repairs; social aspects; and housing forum.

FINANCE:

Functions of the chief finance officer; organising the department; relations with government departments; capital finance; reorganisation; internal financial control.

SUPPLIES:

Economic basis of purchasing; significance of price; what is a contract?; purchasing policies; stores control; purchasing and management.

EDUCATION:

Structure of the service; secondary education; further education; ancillary services; developments and priorities; practical problems.

Other groups will study education, public health, rating, child care, registration, and social welfare. There will also be an introductory course for students starting their studies for the **Intermediate examination of the Diploma in Municipal Administration.**

NALGO scholarships

Both the Oxford and Cambridge courses are intended to be of practical help to members in their everyday work, whatever their position. They should not hesitate, therefore, to apply to their employing authorities for financial assistance to attend. Last year, no fewer than 90 members from 59 different authorities received assistance towards the cost of attending the Cambridge school.

NALGO is offering twelve scholarships—six for each school—to the value of the full fee of £15, and six scholarships worth up to 75 per cent of the fee for the Intermediate D.M.A. course at Cambridge. **The closing date for applications for scholarships is May 30.** The education officer will send fuller details about the scholarships and the school programmes to any member who writes to him at 1 York Gate, Regents Park, London, N.W.1.

NCI NEWS • NCI NEWS • NCI NEWS • NCI NEWS

We quote from a civil servant's letter published in the Spring edition of NCI News

"Correspondence tuition is for me a hitherto unencountered facet of trade union activity, and for this reason. I have read your explanatory leaflets with great interest. I must say that I have always tended to regard with suspicion and perhaps distrust the claims and promises of commercial correspondence organisations, and I found it a novel experience to be able to take at face value the statements made by NCI, knowing that they were backed by the integrity of a responsible trade union. Your fees are a shade higher than some, but, as you are a non-profit making concern, I am confident that I can accept that this is reflected in the quality of your tuition. Certainly the results you quote would appear to bear out this assumption."

G. W., LANCS

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How different from us!—those "Other NALGOs"

HOW DULL must seem the real NALGO to those readers who accepted our invitation to suggest other meanings for its initials! Their invention—fortunately far-fetched, or nastily near-the-mark—makes an anthropologist's nightmare of gregarious gallimaufry.

Each letter, it seems, could shelter enough quirks of human nature to people a prize-winning play or keep a Sunday newspaper going throughout the silly season. We had nudists and nihilists; alcoholics, agitators, aunts, and Arabs; lags and leers; gazers, gangsters, grumblers, and ghouls; oddities and obstructionists.

Societies ranged from the "Nubile Arabs' Last Grab Oasis" (Fees: 1,001 nights—1 sultana, with reduced tariffs for caliphs) conjured up by PETER HOGGETT (St. Marylebone) to the "Nuclear Advancement League for General Obliteration" (Annual membership fee, £40,000,000) deprecated by R. W. GUY (Middlesex county).

It's magic!

PHILIPPA NOWILL (Rotherham), led a brilliant field to win first prize of a guinea for an entry that combines fantasy with fidelity to its great original:

NECROMANCERS' ALLIANCE AND LADIES' GUILD OF OCCULTISTS

A trade union for all practitioners of the black arts, with 251,682 members organised in branch covens. There is an elected Supernatural Executive Council.

NALGO has achieved many striking transformations in operating conditions. It is at present negotiating for:

- i. Improved nomenclature—warlocks to be peace-locks, mediums to be first-raters;
- ii. Periods of invisibility to reckon as contributory service for pension purposes;
- iii. Double-double time on the witches' sabbath.

Education projects include the promotion of charm schools, spelling bees, and sorcerers' apprenticeship schemes.

Members support a Malevolent and Change-lings Fund.

Eyes crossed!

Prizes of half-a-guinea each go to these four entries (slightly shortened):

NATIONAL ASSOCIATION OF LOOKERS, GAZERS, AND OBSERVERS

Recently formed for the benefit of those who enjoy watching people dig holes in the road. **Membership:** Open to anyone (except those who dig holes in the road). **Qualifications:** Ability to stand, without flinching, one foot away from a pneumatic drill and the foreman's remarks. **Meetings:** At all times when other people are working. **Badge:** Crossed eyes, rampant, upon a section of scalfolding. **Equipment:** Comfortable shoes, shooting stick (if desired). **Song:** "Don't knock the rock!"

MISS B. MANGAN (Derby gas)

NOTHING ACCOMPLISHED LANGUISHERS GO-SLOW ORGANISATION

Only applications from persons too indolent to write considered. Highly-polished backsliders automatically accepted. Rambles for wandering minds, couch cricket for eyelash-batters, and flights of fancy, are not likely to be arranged. Members can make use of rest camps to be found in any lassitude or loungitude. **Aims:** None. **Equipment:** Yawners' jaw-proppers and Don't-do-it-yourself kits. **Motto:** "He who rises last lies longest." **Subscription:** Any unearned income. A membership card

This month's competition

ETHICAL-METRICAL

set by

STANLEY A. HOLLAND (Birmingham)

PRIZES TOTALLING three guineas (to be awarded at the editor's discretion) are offered for the best extracts (limit, eight lines) from imaginary poetical versions of the NALGO code of "Ethics for the Officer." This, for the information of members without a NALGO diary, is as follows:

"The first duty of an officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer. For that conduct public service is entitled to demand the highest standard."

"The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives."

"From this it follows that the officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty."

"He is not to subordinate his duty to his private interests, or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed."

"He should be courteous to all with whom his duties bring him in contact."

"The public expects from the officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that that expectation is fulfilled."

Entries, giving name, address, and branch, must reach Public Service, 1 York Gate, Regents Park, London, W.1, by June 1. The editor's decision is final.

need not be expected, as both secretary and treasurer (sleeping partners) are highly qualified. **Sweating prohibited.**

MRS. E. S. WELCH (Durham R.D.C.)

NITWITS AND LOCAL GOONS' ORGANISATION

Offices, at corners of Henry and Minn Streets, consist of two dirty basement rooms, where local Goons meet every time the moon appears to be made of green cheese. **Subscription:** A cardboard replica of an X-ray of a cup-final ticket for 1908. **Topics for next meeting:** "Why did the chicken cross the road?"

and "Are our grandfathers descended from long, tall Chinamen?" **Motto:** "Long live Moriarty and Money!" **Song:** "I'm walking backwards to Ying Tong." **Badge:** Life-size photograph of a carbon copy of Eccles and Bluebottle in cub uniform.

MAVIS AXON and BARBARA CLAPHAM
(North Western Electricity Board)

NATIONAL ALLIANCE OF LAZY GARDEN OWNERS

Protective society for enthusiastic non-working garden owners. **Membership:** "Ordinary" (with small, unkempt gardens) and "Par excellence" (with large areas of tangled undergrowth). **Equipment:** Large empty greenhouse for aimless pottering and meetings of NALGO. **Meetings:** Any time members would otherwise have to be gardening. **Qualifications:** Ability to discuss, learnedly and incessantly, the faults of all entries in all flower and vegetable shows. **Subscriptions:** Price of one round at each meeting. **Important note:** Members discovered growing plants which cannot be classified as weeds will be instantly expelled.

MISS E. P. KELLY (Glasgow gas)

They don't dig!

Honourable mentions (also shortened):

NATURAL AVERSION TO LOUD GUITARISTS ORGANISATION

Aim: To get a square deal for "squares." **Activities:** Breaking records; **Meetings:** Never anywhere "cool." **Members** must prove themselves as tough as Steele, as Wilde as heather. Ability to dig not essential. Must be prepared to instigate 78 revolutions per minute. **Motto:** *Nil carborandum!* ("Don't let the rock grind you down!")

ANDREW A. ERSKINE (Lanarkshire)

NOVEL AMALGAMATION OF LADIES' AND GENTLEMEN'S OUTFITTERS

For equality between the sexes and economy in dress. **Products:** Bowler berets, beau ties, belle bottoms, spliced skirts, bikini blouses, camishirts; fancy folding farthingales, knickerbocker glories, trapeze trunks, sack slacks, etc. **Badge:** Scissors sinister and rampant over buttoned bras gules with sock suspenders sable.

W. E. LISLE BENTHAM (Lewisham)

Some competitors based their societies on the preoccupations of the real NALGO. OLIVE COATES (Romford hospitals), for example, suggested a "Non-Associating Lot of Grumbling Optimists," with membership restricted to non-members of NALGO and with the motto: "Why join? We get the rises anyway."

Most, however, chose to spread the net wider. STANLEY A. HOLLAND (Birmingham) exposed the "Nether Amblewick Litter and Garbage Organisers," who offer an annual prize for the largest item deposited at a beauty spot (won in 1958 with a derelict grand piano). J. GIBBON (also Birmingham) suggested a "Nicked Again League of Gutter Oilers," with bumper-to-bumper rallies each market day.

Topsy-turvy

Finally, G. M. RUSSELL (East Lothian) described a body whose members "believe that no gnus is good gnus, but that things may seem less bad if a worm's eye view is obtained by standing on one's head. They hold an annual jamboree at a seaside resort and, after a ceremonial feast of pie in the sky, all repair to the beach to practise standing on their heads, but succeed only in burying them in the sand." Naturally, a group so completely the opposite of the real NALGO had to convey this in its title: OGLAN—"Ostriches and Gnus' League of Ambivalent Nolition."

MY BOOKSHELF

by LAURENCE WELSH

ESSEX VERSUS THE SEA

Archivist tells magnificent story of combined operations in the 1953 flood disaster, and gives a warning for the future

THROUGHOUT the centuries, whenever men have asserted that our sea defences were impregnable and been proved wrong, they have maintained that the waters rose higher than ever before. So it was in 1953, when the last great floods burst over East Anglia, destroying lives and homes and ruining land. And now that flood, like its predecessors, has passed into history. Have we learned anything from it? One thing, at least: that the sea will not be tamed, and that worse may yet happen.

So says MISS HILDA GRIEVE in her monumental record of *The Great Tide*, produced by Essex County Council (30s.). Miss Grieve, who is a senior assistant archivist in the Essex Record Office, tells a magnificent story of combined operations by the police, local authorities, utility services, and armed forces who, along with thousands of un-named volunteers, joined hands to warn, rescue, comfort, and succour victims, and to repair damage. She omits nothing; here is at once a comprehensive account of the course of events, a commentary on causes and remedies, and a tribute to those who met the disaster.

Could it have been prevented? Indeed it could. If mankind were more willing to

surrender present pleasures in order to insure against future risks, the defences could have been made invulnerable. Has this been done, even now? A high-powered committee, headed by Lord Waverley, has reported on the floods. It recommended closer unity between the authorities; better scientific investigation of the risks; and more money for preventive measures. But it worked on the 1953 levels as "the maximum against which protection can reasonably be afforded." It cost £5½ millions to make good the damage. If one were sure that enough had been done, that might seem a modest sum.

Odd—but not absurd

A BOOK for connoisseurs of political thought and of lucid and witty English is C. H. SISSON's *The Spirit of British Administration* (Faber, 21s.).

Mr. Sisson, himself a civil servant of distinction, has been about the world and seen other systems. He finds the British "odd but not necessarily absurd." He deals with the top layer only—the 2,500 administrators who take major decisions and advise ministers on policy. He advocates the British practice of choosing them from the ablest

university students, and not requiring them to have made a specialised study of governmental subjects: training them in the practical arts of administration; encouraging them to apply their minds to the essence of whatever business comes up; and leaving them to draw on the services of experts and to unify their activities.

All the time, Mr. Sisson emphasises, the civil servant is the servant of his minister, whose position in parliament must not be jeopardised. That means that the civil servant's actions, for which the minister is responsible, must be such as will win parliamentary support. Mr. Sisson has many revealing and often entertaining things to say about the way this is done, and he makes a strong case for his view that the British form of public life gets a good deal nearer the heart of democracy than continental techniques which, on the surface, seem more efficient.

Tips for Conference?

EFFECTIVE PUBLIC speaking is largely a matter of common sense, but it is possible to learn some of the rules by reading books. Despite its odd title, *Briefing and Conference Techniques*, by GLENN N. LONEY (McGraw-Hill, 31s.) contains much that can be helpful. Delegates to a NALGO conference can learn from it not to overload their speeches with detail or to talk too long, and always to remember their aim—to win the sympathy of their hearers. They can best do so by quickly getting to the point and quickly disposing of it!

THE PRINCIPLES OF LOCAL GOVERNMENT LAW

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 "... The author's knowledge of his subject and his experience makes the book an invaluable aid."—*Municipal Journal*.
 "The local government officer will find this an admirable work."—*Law Notes*.

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FEBRUARY'S PRETTIEST NEW MEMBER



MEET ELIZABETH ALLSOPP, judged the prettiest girl to join NALGO in February, and winner of the £2 2s. prize in our monthly competition.

Elizabeth, who is 19, is a machine operator in the accounts section of S.E. Division Headquarters of the Central Electricity Generating Board at Kingston-on-Thames, and a member of S.E. Division Electricity branch.

She was closely rivalled in the judges' marking by BARBARA TAYLOR (below), 18-year-old shorthand-typist at Huddersfield county borough council, and NORMA BAILEY of Blackpool branch, who is a wages clerk at Blackpool and Fylde hospital management committee.

The results of the March competition will be published in the June *Public Service*.

MR. M. R. JAIN, assistant cataloguer at Walthamstow central library, has been chosen as the best-looking man recruit to enter the February competition, and he also receives a prize of £2 2s. His photograph will be published, with that of the March winner, next month.



Without comment

"Your beauty competitions are degrading to local government officers and could make NALGO the laughing stock of the trade union world."—Branch letter to *Public Service*.

"The latest example of new-style trade union recruiting methods will be seen in London on Friday when the National Union of Bank Employees are staging a demonstration on women's aids to beauty. . . .

"Does a girl really have to be told about the different shades of lipstick before she can be interested in equal pay? . . . The N.U.B.E. have found that the answer is generally 'yes' . . .

"In Birmingham more than 1,000 women bank workers attended a fashion parade, a demonstration of aids to beauty, and a display of new hair styles . . . The branch chalked up a 14 per cent increase in women's membership, compared with a mere 3 per cent rise in the national figure."—*The Times*, April 15.

SCOTTISH NOTES

Perth gas branch retains the B. & O. fund trophy

by JACK LAURIE

FOR THE second year running, Perth and district gas branch has won the Mary Forsyth Trophy for the highest contribution per head to the Benevolent and Orphan Fund. The branch, which has about 80 members, contributed no less than 14s. 3d. per head last year, establishing a clear lead over the runners-up—Port Glasgow (10s. 11.1d. per head) and Aberdeen gas (10s. 5.2d.). Receiving the Trophy on behalf of the branch from WILLIAM J. IRONS, chairman of the district B. & O. Fund sub-committee, at a meeting of the district committee on April 11, A. LANGLANDS said that every member of his branch contributed to the Fund: they all appreciated its good work and paid their contributions gladly.

The other two branches were awarded certificates of merit. In congratulating all the winning branches, Mr. Irons also paid tribute to Glasgow branch, which last year contributed the magnificent sum of £1,119 to the Fund.

PROBATION OFFICERS

Arbitration case lost

I AM SORRY to report that the claim submitted to arbitration on behalf of senior probation officers in Scotland for parity with their counterparts in England and Wales was not upheld by the Tribunal.

This was one of five disputes recently settled at arbitration, and at the district committee meeting the chairman, D. GALBRAITH, complimented JOHN ROBSON and his staff on their handling of this unprecedented spate of cases.

PRESIDENT IN SCOTLAND

Five-day tour this month

A. R. NORTROP, President of the Association, will tour Scotland from May 25 to 29. His itinerary will include visits to Ayr, East Kilbride, Glasgow, the Border Counties, and Angus.

P.R. CONFERENCE

Group discussions

FIFTY-TWO branch delegates attended the second district public relations conference in Perth on March 21. Also present were MISS HILDA MONAGHAN, chairman of the district P.R. Committee; D. GALBRAITH, chairman of the district committee; H.

MCKECHNIE, honorary treasurer; and myself.

ALEC SPOOR, national P.R.O. and editor of *Public Service*, was the guest speaker. His talk was in five parts—what public relations means; why it is important to NALGO; what branches can do; how district committees can help; and what Headquarters is doing. Afterwards, the delegates divided into three groups, each to discuss in detail one of the last three aspects of the talk. When they re-assembled, Mr. Spoor commented on the findings of each group, saying which ideas were practicable and which—for various reasons which he gave—were not.

As time was short, I confined my own remarks to two appeals: that all branches should consider publishing a magazine; and that branches should send me news of local happenings so that, through these notes, I can pass on the information and help to stimulate interest in NALGO affairs in Scotland.

A fuller report of the Conference is being sent to all Scottish branches.

NO. 5 AREA SCHOOL

President as guest speaker

THE PRESIDENT of the Association was among the speakers who addressed a weekend school on trade unionism, arranged by No. 5 area co-ordinating committee at Dunbar on March 13-15. Mr. Nortrop spoke on "Whitley Machinery in NALGO." Other speakers were W. L. NICHOLSON, deputy city chamberlain, Edinburgh; and W. E. LLOYD and JOHN A. MACK of Glasgow University.

The school opened with an inaugural dinner attended by several distinguished guests and officers of the district committee. On Saturday afternoon, the students went as guests of the East Lothian county council on a bus tour of the district, which included a visit to a water pumping station and filtration plant; and in the evening there was a highly successful dance. All agreed that the school was most instructive and enjoyable.

TRANSPORT STAFFS

Two claims submitted

A CLAIM for higher pay for night shift foremen (engineer) is being submitted by the staff side of the engineering supervisory staffs committee. On behalf of clerical and clerical supervisory staffs, application has been made for:

a five-day week or alternate Saturday morning leave;

higher pay for working on Saturday afternoon and Sunday; and

higher pay for night duty.

OBITUARY

IT IS with great sorrow that I report the death of JAMES THOMSON, Lanark County, convener and secretary of the district sports sub-committee. Jimmy joined NALGO in 1924, and had served his branch as president, vice-president, and—since 1957—as branch secretary. He was a popular and unassuming member of the district committee, where his presence will be greatly missed.

Scottish gas branches lead in recruitment drive

WINNER of the £2 2s. prize in our February competition for the branch recruiting the highest percentage of new members during the month was DUNDEE GAS (Scotland) which increased its membership by 50 per cent—from 30 to 45—and the first runner-up was another Scottish gas branch, ABERDEEN GAS, which added 7 to its former membership of 32, an increase of 21.9 per cent.

Their success reflects the grand effort now being made in Scotland to bring home to non-unionists among gas staffs the benefits of NALGO membership. The drive is so far estimated to have reduced the proportion of unorganised gas staffs by more than half.

PR winner romping home!

'COVER THE COUNTRY' campaign
brings record response from branches

THE public relations campaign to cover the country with branch and district activity has proved a winner. Never before has NALGO been able to show such a splendid record of local P.R. enterprise and achievement. With only a month to go to Conference and the end of the campaign, branches have put on a brilliant spurt to qualify for a place on the map.

Here is a list of the latest successes (the numbers relate to those shown on the right-hand map):

Completed projects

* indicates that the NALGO local government exhibition was used.

1. *Alfreton*—talks for local organisations.
2. *Carshalton*—"study-tour" of council establishments for senior school children.
3. *Chadderton*—"Local Government is Our Business" display at local library.
4. *Chatham**—"Welcome to Citizenship," in collaboration with the mayor.
5. *Dewsbury*—town forum, and more than thirty talks to local organisations.
6. *Eastleigh**—"Welcome to Citizenship," in collaboration with the council.
7. *Glamorgan*—talks for local organisations; press articles on the work of county council being planned.
8. *Gloucestershire*—talks for local organisations.
9. *Halifax*—citizenship course for young people, in co-operation with youth organiser.
10. *Harrogate**—civic exhibition during town's 75th Charter celebrations.
11. *Hendon*—speakers' panel.
12. *Leatherhead**—library display.
13. *Leeds**—display at youth employment offices.
14. *Long Eaton*—talks for local organisations.
15. *Lowestoft**—display at Rotary club careers exhibition.
16. *Ramsgate**—library display.

A CASE FOR 'THE TONIC'

NALGO's PRESIDENT, A. E. NORTROP, wrote stop-press news a few weeks ago—when, in his own hand, he added a message of congratulations to the 2,132nd edition of *Islingtonic*, the famous wall-newspaper that appears daily in Islington's staff canteen.

The occasion was the presentation to the branch of a handsome illuminated display case for the newspaper—a gift from the National Executive Council to mark the achievement, on September 3 last year, of 2,000 editions without a break.

The President was accompanied by L. G. LAMBE, NEC (chairman of NALGO's public relations committee) and W. C. ANDERSON (the Association's general secretary). In presenting the case, he recalled past editors of the newspaper, ALAN BADMAN, LESLIE ROBERTS, ERIC SHARP, the late GEORGE KIMMIS, and the present editor, GEORGE BORRETT, and paid tribute to the branch for its enthusiasm in keeping *Islingtonic* flowing.

The branch president, R. W. SMITH, said that, at first, members had been surprised to find the newspaper coming out every day—but, now, they would be surprised if it missed a day.

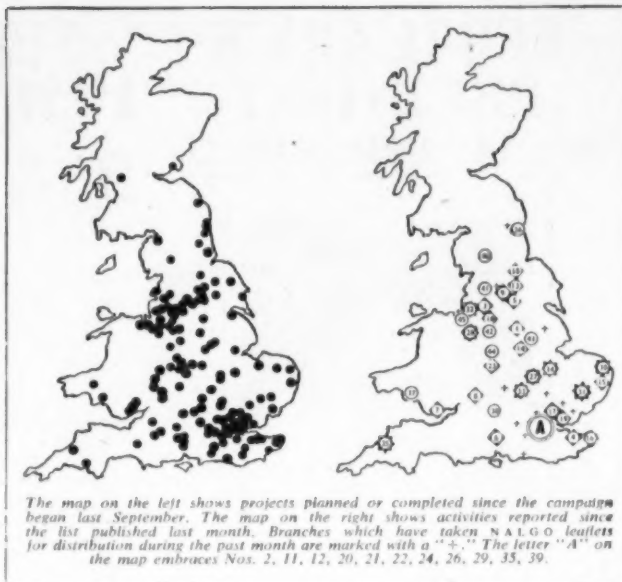
17. *Romford**—filmshow for mayor's conference of representatives of local organisations; NALGO exhibition in town hall foyer planned for June.
18. *Stockport**—NALGO exhibition to celebrate branch golden jubilee.
19. *Thurrock*—inter-schools civics quiz.
20. *Uxbridge**—"Welcome to Citizenship," in collaboration with the mayor.
21. *Walthamstow**—library display.
22. *Willesden**—"Welcome to Citizenship," in collaboration with the mayor.
23. *Wolverhampton*—speakers' panel; 20 talks arranged since January.

Projects planned—using NALGO's new exhibition panels

24. *Brentford & Chiswick*—exhibition during council's civic week.
25. *Camelford (East Cornwall)*—exhibition at council offices.
26. *Chislehurst & Sidcup*—library display.
27. *Corby*—display at careers exhibition.
28. *Crewes*—exhibition.
29. *East Surrey Group of branches*—finals of second inter-schools civics quiz at Reigate.
30. *Great Yarmouth*—collaborating with council in celebrating 750th Charter anniversary.
31. *Ipswich*—display in trustee savings bank window.
32. *Liverpool*—tent exhibition and filmshow at Liverpool Show.
33. *Northants and Northampton*—exhibition.
34. *Peterborough*—display at local trades exhibition.
35. *Stoke Newington*—display at local "field-day."
36. *Sunderland*—library display.
37. *Swansea*—collaborating with council in celebrating 25th anniversary of the Guildhall.
38. *Swindon*—library display.

Other projects planned

39. *Coulsdon & Purley*—third in series of foyer displays in council offices.
40. *Kendal*—exhibition to be arranged at invitation of the council, *Westmorland* collaborating.



The map on the left shows projects planned or completed since the campaign began last September. The map on the right shows activities reported since the last published list. Branches which have taken NALGO leaflets for distribution during the past month are marked with a "+" The letter "A" on the map embraces Nos. 2, 11, 12, 20, 21, 22, 24, 26, 29, 35, 39.

41. *Lancashire*—county-wide programme of amateur dramatic performances entitled "Your Business and Ours." Pilot presentation at Accrington on July 1.
 42. *Macclesfield*—film, with council backing; collaborating in "Welcome to Citizenship" scheme and 1961 Charter celebrations.
 43. *Nottinghamshire*—booklet, "Where the Money Goes!" describing county council services.
 44. *Staffordshire*—collaborating with council in sponsoring schools civics essay competition, allocating £20 for prizes.
 45. *Wallasey*—collaborating with council in organising borough's golden jubilee celebrations next year.
- A weekend school of public relations was held by the **North Western and North Wales** district committee at Blackpool from April 18-19; and a working party for branch PROs in the **South Eastern** district was held at Worthing from April 24-25.

Leaflet distribution

Twenty branches, listed here, have taken 14,400 copies of the NALGO leaflet—"Local Government and You"—for distribution to the public since the April list was published:

Accrington, Bedfordshire, Berkshire, Chigwell, Gateshead, Guildford, Lindsey County, Liverpool, Leatherhead, Leeds, Manchester, Rochford, S.W. Herts, Stockport, Sussex County Gas, Swansea, Uxbridge, Warwickshire, Witham, and Worthing.

In addition, a further 23,900 copies have been distributed by branches previously mentioned in *Public Service* bringing the total issued to 138,600.

SINGING SINKS SELL HYGIENE SHOW

IT'S ENOUGH to make anyone sit up and take notice when the kitchen sink starts singing! But that is just what did happen at Bournemouth recently when the health department arranged a food hygiene display in the Open Culinaire and Catering Trades Exhibition. Highlight of the council's stand was the "talking kitchen"—a model kitchen with a difference. Each piece of equipment had a face—and a voice! A refrigerator burst into a calypso praising its own virtues; and a cooker sang, to the melody of "I'm only a strolling vagabond":

"I'm only a cooker for making good food,
So don't use me for storage, my dear—"

A refuse bin eulogised itself to the tune of

"A Wandering Minstrel," and "easiclean" surfaces had a snappy number to the tune of "Sugar in the morning":

"Don't scrub it in the morning
Or scrub it in the evening
Or scrub it in working time.
See my lovely surface
Is shining all the time."

The "show" was organised by the deputy chief public health inspector, JACK RANDALL, assisted by STANLEY PAYNE and JOHN MORTIMER, also public health inspectors. Credit for the initial idea, though, must go to the Ministry of Health—to MORLEY PARRY of the food hygiene section.

IF YOU NEED LEGAL AID

This is what you should do

EVERY year, NALGO helps about 1,000 members to solve legal problems connected with their conditions of service or arising out of their jobs. These may concern superannuation, compensation for loss of office or salary, damages in cases of accident, libel and slander, industrial injuries, income tax, war service pensions, pensions increase, and criminal offences.

If you ever need legal help, NALGO will come to your aid if—

- (i) The matter arises out of your job (this includes road accidents and the like whilst travelling on duty, or to or from your place of work);
- (ii) your branch supports your claim for legal aid;
- (iii) the National Executive Council is consulted first—i.e. before you instruct a local solicitor—and approves your case.

This procedure is not so much needless 'red tape.' It exists to ensure the speediest and most efficient handling of each case, and the wisest spending of the Association's money.

If you need urgent advice, telephone your branch secretary, district officer, or Headquarters first to find out what to do.

HEADQUARTERS ANNOUNCEMENTS

BRANCH MAGAZINES

Competition results

The results of NALGO's annual branch magazine competition are (marks out of a possible 385):

PRINTED MAGAZINES

1. THE GUILDSMAN, Birmingham (276 marks)—editor F. MAGILL.
2. CAMERA PRINCIPIS, Coventry (272 marks)—editor JOHN A. YATES.

DUPLICATED MAGAZINES

1. FORUM, West Sussex (330 marks)—editor K. WHALE.
2. GAZETTE, Wandsworth (315 marks)—editor A. E. GORING.

Best new magazine: THE DEBEN VIEW, Deben and Woodbridge (218 marks)—editor A. G. BRITT.

The "Croydon Trophy" goes to NEWS-REEL, the magazine of the Surrey County branch, edited by F. A. EDWARDS. This trophy is awarded to the magazine with the best five-year record among those which have not won an award in the competition during that period.

CONVALESCENT HOMES

Mid-week admission

TO ENABLE members to take advantage of the reduced fares available for mid-week travel on the railway, the admission day for NALGO's two convalescent homes—Knole Lodge, Bournemouth, and Cyprus Lodge, Lytham St. Annes—has been changed from Monday to Tuesday. The new arrangement starts on May 5.

HOLIDAY CENTRES

Still time to book

THERE are a few vacancies at the NALGO holidays centres at Cayton Bay (near Scarborough) and Croyde Bay (N. Devon) during the following weeks:

CAYTON: Weeks beginning May 23, 30; June 6, 13, 20; 27; July 4, 18; August 29; September 5, 12*, 19*.

CROYDE: Weeks beginning May 23†, September 12, 19*.

† During the weeks beginning June 20 at Cayton and May 23 at Croyde, vacancies are for adults only.

* Fees are specially reduced for the last two weeks at Cayton and the last week at Croyde.

OBITUARY

WE RECORD with regret the deaths of the following members:

F. M. GREGORY, eastern district labour relations officer, Electricity Council, previously with Luton undertaking.

JOSEPH GROODY, rating officer, Lanchester rural district council, and a former branch treasurer.

ARTHUR KILNER, former surveyor of Rutland County. A founder member of the branch, he had been president, secretary, and treasurer.

D. R. ROWBOTHAM, assistant housing manager, Stourport-on-Severn.

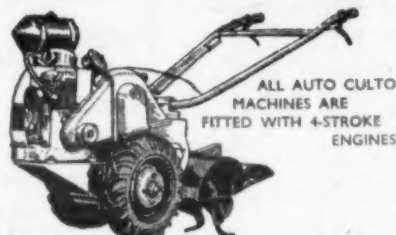
A. E. ROWLEY, president, founder member, and former secretary, Google branch.

H. G. WOOD, borough librarian, Bilston, previously at Manchester, Norwich, and Birmingham.

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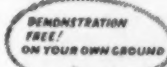
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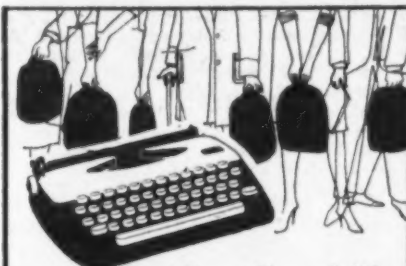
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Crisis

A distraught housewife dashed into the electricity showroom. "Could I just borrow a few volts?" she asked. "I'm cooking my husband's dinner and the fuse has gone."

Civic cynic

If everyone with nothing to say said nothing, committee meetings would be over in half the time.

Juggernaut

A newspaper correspondent's suggestion that Hyde Park should be turned into a car park

roused much interest. Said one l.g.o.: "If this kind of thing spreads, our Parks and Open Spaces Committee will have to be re-named the Parking Spaces Committee."

Faux pas

"The council will have an extended session in a final drivet to clear current business."

As others see us

"As soon as one heard the hospital staff worrying about expenditure and costs in the B.B.C. television play 'No Deadly Medicine' last night, the somewhat cynical reflection passed through one's mind: this cannot be a British hospital."—Daily Telegraph.

Bare facts

Inquiry reported from New York Public Library: "I am planning to go to a fancy dress ball dressed as Lady Godiva. What did she wear?"

Odd ad

"Wanted—up-to-date gas cooker suitable for bachelor girl with enamelled sides."—Yorkshire paper.

In passing

Strange that a speech in the council chamber can pass from a councillor's notes to a reporter's pad without passing through the mind of either.

Safety first

"The best way to drive is to think that the chap in front of you is a perfect fool."—Cardiff magistrate.

Overheard

Lady in cinema foyer: "I do love funny films about hospitals. That one had me in stitches."

Hemo man

"The chief doesn't believe in writing a lot of rubbish. He has it all typed."

Lucky Jim

"I spent nearly two years teaching mathematics at the old Grammar School at Burnley. Then fortune smiled on me."—Lord Woolton.

Serial story

"Yes, I did read your meter yesterday, madam, but I've forgotten how it ended."

Time lag

"Hampstead Conservative Association's new headquarters will be about 200 years away from the new Hampstead civic hall project."—Conservative Central Office bulletin.

Litter law

"What we need to sweep the country now is the idea that the country needs a good sweep."

Slogan

"Another little think wouldn't do us any harm" is safer than "one for the road."—Sunday Post

Prize crossword for members

Compiled by R. B. MAWBY (Middlesex Executive Council branch)

WE AGAIN offer two prizes of one guinea each to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, not later than May 20.

Write your name, address, and branch on the coupon in capitals and send it with your entry in a sealed envelope marked "Crossword No. 9" (3d. stamp). Members only should enter (one entry only, please!); and winners' names will be published next month.

No. 9

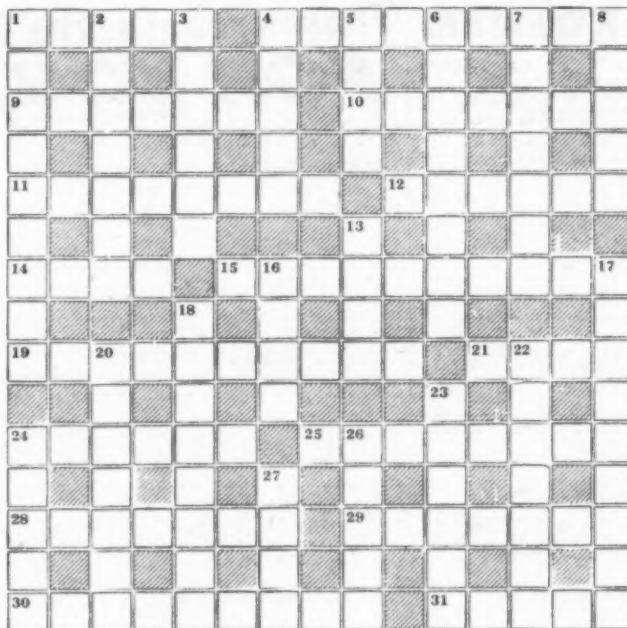
Name

Address

Branch

ACROSS

- 1 Ready for anything—including the marines! (5)
- 4 Should affairs between L.G.O.s be so described? (9)
- 9 Developed a true change in the doctor (7)
- 10 Roused at tea-time? (7)
- 11 His charges are stubborn (8)
- 12 Such teeth may be human, oddly enough (6)
- 14 The sort of tide we get in a fine April (4)
- 15 Convention to which most branches subscribe at least once a year (10)
- 19 A stirring transposition? (10)
- 21 Sour appearance of a police department (4)
- 24 Advances made by many branches (6)
- 25 Respected in borough and county—and realm, maybe (8)
- 28 Is birth necessary for nationality? (7)
- 29 Capable of strain (7)
- 30 Meals served ages after a snack (9)
- 31 The first city, from the sound of it! (5)



DOWN

- 1 Weapons made by a masterman (9)
- 2 Dancing girl specialising in the waltz—upside down? (7)
- 3 Lower the animal in the river (6)
- 4 Insect, abnormally small, tail-less (5)

- 5 One feature of an albino servant (4)
- 6 Courtesy once associated with round table conferences? (8)
- 7 He could easily be a sniper (7)
- 8 Place—where a drive may start (5)
- 13 Creatures of the left side (4)
- 16 Man-eating monster (4)
- 17 The tail annoys and imperils (9)
- 18 Odiously superior (8)
- 20 Humble or considered, it's just a thought (7)
- 22 Gather facts together (7)
- 23 Aromatic plant (6)
- 24 Put a bachelor in a French lake somehow and there's sure to be a plot! (5)
- 26 Water lily (5)
- 27 State that starts and ends with love (4)

PRIZEWINNERS: Guinea prizes for the first two correct solutions opened for CROSSWORD No. 7 go to MISS M. S. WILLIAMS (Cardigan-shire) and C. W. BROCKWAY (East Somerset); and for CROSSWORD No. 8 to C. J. MEARS (Port of London Authority) and B. H. SHORTER (Manchester).

SOLUTION No. 7: ACROSS: 1. Deposit, 5. Numbers, 9. Electric railway, 10. Spied, 11. Ear, 12. Syria, 13. Drought, 15. Printed, 17. Unequal, 19. Monkeys, 21. Ditch, 23. Gun, 24. Obese, 25. Transformations, 26. Dryness, 27. Matador. DOWN: 1. Dressed, 2. Plenipotentiary, 3. Sated, 4. Trident, 5. Nortrop, 6. Maims, 7. Edward the Second, 8. Skyward, 14. Gnu, 16. Inn, 17. Undated, 18. Legions, 19. Minimum, 20. Spenser, 22. Haste, 24. Octet.

SOLUTION No. 8: ACROSS: 1. General meeting, 9. Arrived, 10. Endemic, 11. Prevalent, 12. Nadir, 13. Ibis, 14. Preserve, 18. Generous, 19. Aver, 22. Rabid, 24. Semicolon, 25. Niagara, 26. Sterile, 27. Advertisements. DOWN: 1. Grappling-irons, 2. Norwegian, 3. Reveal, 4. Ladder, 5. Electors, 6. Tidiness, 7. Nomad, 8. Scarlet runners, 15. Revulsion, 16. Graduate, 17. Pursuant, 20. Amuses, 21. Scream, 23. Braid.

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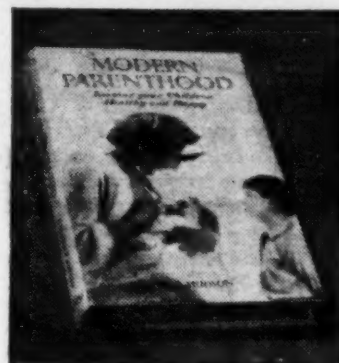
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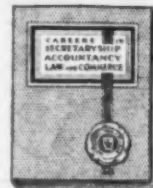
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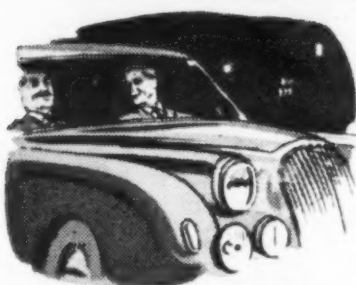
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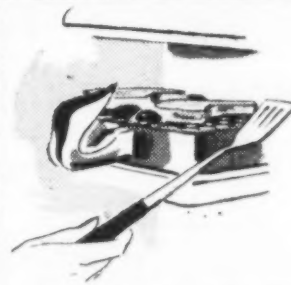
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' . . . and I can watch the steak in the new high-level grill: I can cook the tomatoes and mushrooms round the steak. And I'll have time to smarten up!'

30 MINUTES LATER



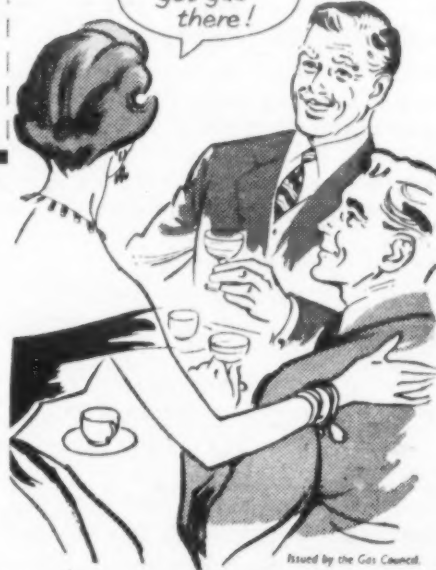
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also in this issue:

Amendments to Scarborough Conference Agenda (pages 137-141)

Full agenda for A & C Council meeting on May 13 (pages 144-145)



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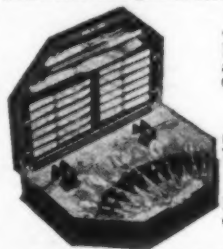
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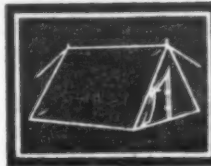
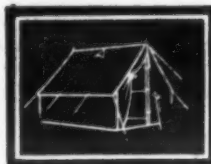
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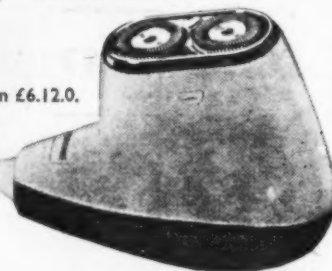
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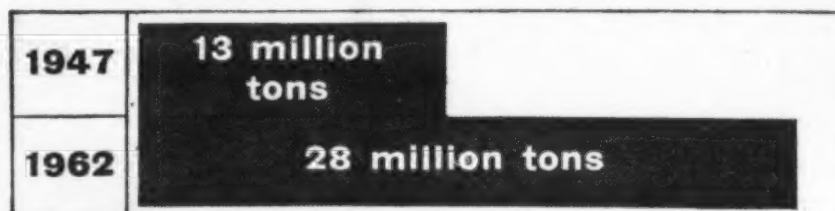
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May 1959

Number 5

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GAS GREET THE FUTURE—Special pull-out supplement between pages 142 and 143

The time has come . . .

LAST AUGUST, the Industrial Court approved the new salary structure negotiated in the Administrative and Clerical Staffs Council for the general grades in the national health service, but awarded a scheme of assimilation which deferred full implementation of the revised scales until 1961.

On May 13, the Whitley Council will discuss, at NALGO's instigation, a proposal that the scales should be applied in full from July 1, 1958—the date at which staffs received their first instalment of the higher salaries due to them.

This is not merely an optimistic gesture. No proposal could be more justified.

It was never NALGO's idea, nor the staff side's, that the negotiated scales should be introduced on an instalment plan. It was the Minister's idea. And it was his representatives who, at the Industrial Court hearing, opposed the staff side's proposal for assimilation on the accepted "corresponding points" basis on the grounds that "the percentage increases and total costs resulting from it would be so considerable as to run counter to the government's economic policy . . ." The Industrial Court apparently took account of this argument—although it took a more generous view of the size of the instalments than had the Minister.

The government's economic policy, we now see, was an excuse for once again treating health service administrative and clerical staffs in a manner both unfair in itself and disgracefully different from that adopted in other public services. Since the Court's award, the government's own servants have had salary increases in full—and, in the case of clerical officers, back-dated to July 1, 1957. In local government, chief officers and related classes have received well-merited increases applied in full with retrospective effect. In the health service, nursing staff have also received much-needed increases, substantial in many cases, which have been applied from March 1, 1959.

NALGO has now provided the Whitley Council with an opportunity to abolish the instalment plan, end the farce of "protected take-home pay," and rectify the anomalies affecting officers promoted before July 1, 1958. If the new scales are

applied in full, and the anomalies are removed, much of the dissatisfaction which now exists amongst the officers concerned can be dispelled. It remains to be seen whether the management side—and the Ministry in particular—will seize this opportunity to do justice to the health service and its staff.

Meanwhile, an entirely new situation has been created by the salary agreement reached in the local government National Joint Council last month. The present salary scales for health staffs were negotiated on the principle of fair comparison with those paid to similar staff in comparable services, particularly the local government and civil services. How fair are these comparisons today? These few random examples show how the recent increases in local government and the civil service have changed the close relationship established last July, when the new health service structure was introduced:

	July 1958	April 1959
	£	£
N.H.S. clerical officer	375	375
L.G. general division officer	380	400
Civil service clerical officer	385	465
N.H.S. higher C.O.	575	575
L.G. APT I	575	610
Civil Service C.O.	580	670
N.H.S. gen. admin. officer	820	820
L.G. Clerical III	820	855
Civil Service H.C.O.	830	860

At almost every point in the scale, health service staffs—even on their ultimate salaries—are again bringing up the rear.

These are matters which NALGO will ask the Whitley Council to consider on May 13. It will be a busy meeting. Whatever its immediate outcome, one thing is clear: that only continuous trade union effort can safeguard and advance the interests of administrative and clerical staffs.

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

NALGO in 1958

Highlights from the annual report

WHAT will the historian record as the most important event in NALGO in 1958? That we reached—and passed—our quarter-million membership target?

That we again decisively rejected affiliation to the T.U.C.?

That, while believing in the need for 100 per cent union membership, we repudiated the "closed shop"?

That the provision for compulsory arbitration ended?

These and other important happenings vie for precedence in the National Executive Council's 200-page annual report published last month. Most of its contents has been reported during the year in *Public Service*, and there is space now to recall only the highlights. But members who would like to read the Council's full account of its year's work on their behalf can borrow a copy of the report from their branch secretaries.

The salaries policy laid down in 1957, and reaffirmed last year, was pursued in all the negotiating councils—or, where there is no negotiating machine, by direct representation to employers—with the following results:

A "productivity" pay rise for all administrative and clerical grades in electricity, and a review of the higher executive grades' agreement begun;

A cost of living increase for all gas staffs, senior officers, and intermediate grades, plus extra increases on the junior scale and new miscellaneous scales for use in transferring intermediate grades to staff status;

A new pay structure for general grades of health administrative and clerical staffs; an interim increase for designated officers; new scales for all typing, machine operating, and secretarial grades; cost of living rises for 30 groups of professional and technical staffs and for some nurses and midwives;

Higher rates of pay for most company transport and inland waterways staffs;

Better salary scales for new towns staffs;

Increased salaries claimed for local government Charter grades in England and Wales (settled last month); pay increases for equivalent grades in Scotland; revised scales for chief and senior officers in England and Wales and a claim lodged for their counterparts in Scotland; new pay structure for miscellaneous classes; and revised national grading for some "special classes."

Many other improvements

In addition, there were improvements in other payments and conditions of service for various groups of members, including:

A better scheme of car allowances and of travelling allowances under the removal expenses scheme in electricity;

London weighting increased for some gas staffs and paid to senior gas officers for the first time; claim for increase submitted in local government;

Improved annual leave for some gas and local government officers;

National scheme for municipal transport employees brought up to date and review of that for miscellaneous classes begun;

Electricity and gas overtime schemes improved; Five-day week introduced for health administrative and clerical staffs;

Enhanced payment for emergency duties for some health service technicians; responsibility allowance introduced for assistants in dispensing and improved for hearing aid technicians; long hours gratuities agreed for building supervisors and higher uniform allowances for matrons and chief male nurses;

Better expenses and lodging allowances for waterways staff;

Draft scheme of service conditions prepared for new towns staff;

Electricity training and scholarships schemes extended.

The year saw further progress in the re-organisation of the gas and water supply industries, the start of the review of local government areas, and the prospect of change in the new towns set-up. In all cases, NALGO's first aim is to protect members' jobs and salaries and, as a last resort, to obtain fair compensation for loss of office or remuneration.

Towards better negotiation

Efforts continued to establish national negotiating machinery for groups of staff not yet covered, and to reform that which is not working well enough. Thus—

In company transport, NALGO's general secretary led a three-union deputation to the chief of the British Transport Commission, as a result of which discussions were started with the Tillings Executive for the introduction of national negotiation in its companies;

In new towns, the constitution of the Whitley Council was amended to provide better representation of chief officers' interests;

In local government, efforts continued to remove the salary ceiling of the National Joint Council;

NALGO representatives co-operated in the investigation being made by the staff side of the General Council into the health service negotiating machinery;

While it was considered inopportune to press for separate negotiating machinery for water staffs, arrangements for representation of their views within NALGO were improved.

Negotiations on amendments to the local government superannuation scheme were sought with the local authorities' associations, and action was taken on a number of private Bills where members' pensions rights were involved. Special regulations were brought in for new towns staff. The rules of the gas schemes were modified to provide a three-year instead of a five-year "averaging" period. The National Insurance Bill was examined and some amendments sought. Moves were begun to get a further pensions increase for retired officers.

NALGO offered its support to Ald. E. C. Redhead, M.P., who promoted a private member's Bill to secure the standard office conditions laid down by the Gowers Committee, but the Bill was not given a second reading.

There was a gratifying expansion in public relations work. This was evidenced by the prominent press, radio, and parliamentary

references to NALGO's case for retention of the compulsory arbitration provisions; the widespread publicity given to its investigation of reception facilities in public offices; the continuous publicity given to NALGO activities in the national and local press; the increased use of radio and television to feature the work of the public services; the enthusiastic support of branches and districts for the "Cover the Country" campaign; the popular reception of the new local government exhibition and propaganda leaflet; and the revival of interest in the branch magazine movement.

The education committee continued its policy of expansion, both in relation to the NALGO Correspondence Institute and to its programme of summer schools and residential courses. Examination results of N.C.I. students were generally better than those obtained by all students preparing by other methods. Three summer schools—at Cambridge, St. Andrews, and in Paris and Lyons—were arranged, and residential courses were held for several groups of members studying for specific examinations. In addition, many members were advised on suitable qualifications and study facilities, and more than 500 students borrowed books from the lending library.

Full use of services

Members made full use of the many other services offered by the Association and its auxiliaries. For example:

About 1,000 members received free legal aid or advice;

More than 10,000 members and friends spent their holidays at the Association's two holiday centres, and 3,800 more enjoyed NALGO holidays abroad or coach tours at home;

Another 1,072 members joined the NALGO Motoring Association;

878 members recuperated at Knole Lodge or Cyprus Lodge, the Association's two convalescent homes;

860 members borrowed £1,749,860 from the NALGO Building Society to buy their own homes;

6,662 members took out new policies for life assurance, fire insurance or motor car insurance with LOGOMIA, NALGO's own insurance company;

3,041 members drew £28,823 in sickness or death benefit, or to pay hospital charges, from the NALGO Provident Society, and a further 128 had free convalescence.

202,000 helped the Fund

Finally, the Benevolent and Orphan Fund continued to expand its worthwhile work. Membership of the Fund increased to 202,180, and income from subscriptions and donations rose by £4,379 to £67,675. But nearly 43,000 members—19.7 of NALGO's membership—made no contribution to the Fund, which last year—

Granted £44,692 to help 854 needy members or widows of members and their families;

Spent £3,256 on holidays for 287 beneficiaries and their children;

Helped to clothe and educate 19 orphans of members at a cost of £920;

Sent Christmas hampers or cash in lieu to nearly 700 beneficiaries, costing £2,473;

Contributed £7,518 towards the running costs of the convalescent homes, and contributed £737 towards the expenses of 87 members who recuperated there; and

Kept 17 elderly retired members and dependants in four homes run by the Crossways Trust.

Conference Agenda Amendments

BELOW we publish the amendments submitted by branches and district committees to items on the preliminary agenda for the Annual Conference, to be held at Scarborough from June 9 to 12.

Each amendment (printed in *italics*, and with the name of its sponsors in **bold**) is preceded by the notice of motion to which it refers.

Annual report

8. National Executive Council: That the annual report of the National Executive Council for the year 1958 be received.

Staffordshire: Paragraph 15—Representation on other bodies: Add: "*with the exception of paragraph 15.*"

Paragraph 15 lists 19 bodies on which the Association is represented.

Bradford: Paragraph 21—Five-day working week: Add: "*with the exception of paragraph 21.*"

Paragraph 21 recalls the instruction from last year's Conference to secure a five-day working week for all services, and reports the view of all the national service conditions sub-committees that further progress can best be achieved by local action.

Glasgow gas: Paragraph 24—Comprehensive power policy: Add: "*with the exception of paragraph 24.*"

Paragraph 24 recalls the motion referred to the Council by last year's Conference, urging the appointment of a Royal Commission to recommend a power policy plan for the most efficient integration of all fuel resources and to provide uniform conditions of service for the staffs of all the services affected. The Council reports that it considers any approach on these lines would be fruitless in the light of present government policy; it would also be contrary to the Association's policy of not seeking uniform conditions in the different services covered.

Liverpool No. 2 health services: Paragraph 26—Compulsory membership: Add: "*with the exception of paragraph 26.*"

Paragraph 26 reports the views of each national service conditions sub-committee on the reference from last year's Conference seeking adoption of the principle that membership of a recognised trade union shall be a condition of employment in all the services covered by NALGO. The Council concludes from these that it would be premature to adopt the proposal and recommends no action at the present time.

Eastern district committee: Paragraph 45—Whitley Machinery—Water Staffs: Add: "*with the exception of paragraph 45.*"

Paragraph 45 records that the Council thinks it would be inopportune to seek separate negotiating machinery for water staffs at the present time. It realises, however, that changing conditions resulting from the amalgamation of water

undertakings may create problems for the staffs: it has therefore made provision in the Association's domestic machinery for full consideration of the views of water staffs, and has sought the assistance of the Minister of Housing and Local Government in safeguarding the rights of staff hitherto covered by negotiating machinery.

Glamorgan: Paragraph 51—Appointments in education departments: Add: "*with the exception of paragraph 51.*"

Paragraph 51 reports that, after serious reconsideration of the whole question of

PRE-CONFERENCE MEETINGS FOR SERVICE GROUPS

The customary separate meetings for delegates from electricity, health, transport, and gas branches will be held on the Monday of Conference week, June 8, and this year, for the first time, local government delegates are also to have a separate meeting. Times and venues are as follows:

Local government:	At 9.30 a.m. In the Spa Grand Hall
Health:	At 9.30 a.m. In the Spa Theatre
Gas:	At 9.30 a.m. In the Spa Corner Cafe
Electricity:	At 2.30 p.m. In the Spa Corner Cafe
Transport:	At 2.30 p.m. In the Spa Music Room

appointments in education departments, the Council can only reiterate the warning contained in paragraph 65 of its 1957 Report—which was not received by Conference—that staffs have little hope of reaching the higher administrative posts unless they have teaching experience.

Manchester: Paragraph 52—Salary scales: Add: "*with the exception of paragraph 52.*"

Paragraph 52 recalls the instruction from last year's Conference calling for removal of the anomalies created by the 1957 local government salaries agreement and restoration of 1946 salary standards. It reports that the problem of individual grading anomalies is being solved in three ways: by local authorities reviewing their establishments; by NALGO representations to local authorities and provincial councils; and by the joint secretaries of provincial councils (and, if necessary, of the National Joint Council) tendering advice to local authorities. The structural anomalies in the 1957 agreement were taken into account in the pay claim submitted last November. In this claim, too, and in similar claims put forward in the other services, the aim has been towards the restoration of 1946 salary standards.

Staffordshire: Paragraph 61(u)—Negotiating machinery in local government: Add: "*with the exception of paragraph 61(u).*"

Paragraph 61 (u) reports that meetings have been held between NALGO and the professional organisations represented on the Joint Negotiating Committee for Chief Officers about changes in the local government negotiating machinery, and informal talks have also been held with the employers' secretary and officers of the local authorities' associations. Some progress has been made, but it is not yet clear when the salary ceiling of the National Joint Council will be abolished.

Glamorgan and Warwickshire: Paragraph 134 (d)—Recognition of the Diploma in Municipal Administration: Add: "*with the exception of paragraph 134 (d).*"

Paragraph 134 (d) reports that the Minister of Education has reviewed his decision to accord "qualified teacher" status to holders of the D.M.A. where local education authorities were willing to offer them teaching appointments. NALGO has made representations to the Ministry, and the L.G.E.B. is also dealing with the matter. Notwithstanding this, the Council does not maintain that success in the D.M.A. should entitle the holder to qualified teacher status. It is more concerned to win other forms of recognition for the D.M.A. holder and to find a way of enabling members in education departments to obtain teaching experience as a qualification for senior posts.

Salaries policy

9. National Executive Council: That this Conference, noting the development in the services with which the Association is concerned, and in other spheres of employment, supports the National Executive Council in its efforts to secure adequate remuneration for the whole of the membership, in accordance with the policy decision of the 1957 Conference.

West Midland district committee: In lines 4 and 5 delete "supports" and substitute "instructs"; delete "in" and substitute "to redouble."

Public library service

12. National Executive Council: That this Conference welcomes, and instructs the National Executive Council to take every possible action to secure the implementation of, the recommendations of the Roberts Committee on the Structure of the Public Library Service in England and Wales—that "salary scales for the staff of public libraries should be commensurate with their qualifications and responsibilities, and should be applied in a manner calculated to make career prospects attractive."

Grades of librarians

13. Nottingham and Solihull: That this Conference deplores the action of the N.J.C. in formulating the new grades for librarians, namely:

"The post occupied by a chartered librarian in charge of a branch or district library, or in charge of a department of a library, and supervising a staff of six other whole-time officers or the equivalent, APT II."

This decision aggravates rather than alleviates the anomalies created by the Charter revision, the number of staff specified bearing no relation to the internal structure of library establishment. It urges that the grading be rescinded immediately and that negotiations proceed on the basis of professional qualifications and specific responsibilities.

North-Western and North Wales district committee: Delete the last sentence and substitute: "It urges that new negotiations proceed on the basis of professional qualifications and specific responsibilities, and that these be opened forthwith."

Overtime

14. Sheffield, Southampton, and West Cornwall: That this Conference deplores the protracted negotiations for amending the overtime provisions of the Charter, and urges the National Executive Council to take further steps in this matter as soon as possible.

Scottish district committee: Delete all words after "Executive Council to . . ." in line 5 and substitute: "consider placing a ban on all overtime until such time as the Association's overtime policy is achieved."

Penalty payments

15. Leeds: The National Executive Council be instructed to pursue with more vigour the question of penalty payments for work on Sundays and bank holidays. The delay in reaching a settlement is deplorable.

North-Western and North Wales district committee: Delete "penalty payments" in line 3 and substitute "adequate compensation."

Recognition of examination success

17. East Riding: That the National Executive Council be instructed to take action to obtain for persons who remain in the general and clerical grade I divisions adequate additional annual remuneration in recognition of success in appropriate intermediate and final professional examinations recognised in the Charter, pending promotion to higher salary grades.

South Wales and Monmouthshire district committee: Delete "for persons who remain in the general and clerical grade I divisions." Delete "to higher salary grades" and substitute "to the minimum grade appropriate to his qualification."

Protective clothing

18. Blyth: That this Conference instructs the National Executive Council to negotiate for the inclusion in the national schemes of conditions of service of a clause providing for the supply of protective clothing to those officers whose duties necessitate their working out of doors during inclement weather.

Yorkshire district committee: In place of the words "providing for the supply of protective clothing" on lines 4 and 5 there should be substituted the words "providing for a protective clothing allowance." Add the following words to the motion: "or whose duties are of such a nature as to render them liable to damaging their clothing during the carrying out of such duties."

Eastern and South Eastern district committee: Insert between the words "clothing" and "to" in line 5, the words: "or a monetary allowance in lieu."

Southern district committee: After the words "protective clothing" insert the words "or payment in lieu." Delete all words after "working out of doors."

West Midland district committee: Delete words "working out of doors during inclement

ANCILLARIES' ANNUAL MEETINGS

NOTICE is hereby given that the annual general meetings of the members of the **NALGO Building Society** (No. 804 B, London), the **NALGO Provident Society** (No. 1580, London), and the **National and Local Government Officers' Mutual Insurance Association Ltd. (LOGOMIA)** (No. 2898 R, London) will be held in **The Spa Theatre, Scarborough**, on the dates mentioned, to consider the following agendas:

NALGO BUILDING SOCIETY

Tuesday, June 9, 1959 at 4.30 p.m.

To receive the report of the Committee of Management and financial statement for the year 1958; to appoint auditors; to elect four members of the Committee of Management for the year 1959 to 1960; and for general business. A copy of the agenda, incorporating the report, financial statement and balance sheet, may be had after May 22, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

NALGO PROVIDENT SOCIETY

Wednesday, June 10, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to elect an Arbitrator and a Committee of Management; to receive the annual report and financial statement and balance sheet; to amend Rule 11 (2); to consider a notice of motion to increase Table I contributions and benefits; to appoint an Auditor, and for any other business. Copies of the agenda, incorporating the report, financial statement and balance sheet, will be sent to branches after May 14, 1959, and may also be obtained by individual members after May 14, 1959, on application to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

LOGOMIA

Thursday, June 11, 1959 at 4.30 p.m.

To confirm the minutes of the last meeting; to receive the annual report and accounts and balance sheet; to elect an Arbitrator; to elect one Member to the Board; to elect an Auditor, and for any other business. A copy of the agenda will be sent to every shareholder. Copies of the report, accounts and balance sheet will be sent to branches after May 14, 1959, and also to individual members on request to the Secretary, 1, York Gate, Regents Park, London, N.W.1.

weather" and substitute therefor the word "use."

Post-entry training

19. National Executive Council: Recognising that the success of the public services and the status of their officers assist NALGO's negotiators to secure improvements in the salaries and service conditions of all sections of the membership, and that in turn the success of the services depends upon having informed, trained, and interested staffs, this Conference declares its belief in the importance of education and training. Conference therefore

- welcomes the growing interest of employers as evidenced in local government by the establishment of education committees by some provincial councils;
- seeks the development of schemes which will give existing members the opportunity to train for promotion, and urges all members to support them;
- emphasises the importance of maintaining and developing the Association's own educational services, putting quality rather than cost as the first criterion;
- believes that the successful development of the Association's education policy depends upon active co-operation at all levels and, therefore, urges district committees to make the best use of their education sub-committees, and calls upon all branches to ensure that the Association's services are continuously drawn to the attention of those members who can benefit from them

West Midland district committee: In section (b) after "schemes" add: "including full-time training at appropriate training centres."

Eastern district committee: Amend sub-para. (c) and (d) to be sub-para. (d) and (e) respectively. Insert new sub-para. (c) as follows:

"(c) calls upon the National Joint Council to instruct all local authorities to apply Paragraph 28 of the Scheme of Conditions of Service thus giving full recognition of such training."

Local government staff college

20. Southampton: That, having regard to the beneficial results in the field of commerce, industry, nationalised undertakings, and other public services from the advanced training obtained in staff colleges, the National Executive Council is requested to take up with the employers' sides of the Joint Negotiating Committee and N.J.C. the urgent need to set up a similar nationally organised training scheme for suitably qualified professional, technical, and administrative officers, in order to develop and extend their managerial, administrative, and technical skill, so that the standard of efficiency in local government service can be maintained at the highest possible level.

North Eastern district committee: Add: "The expense of such scheme to be the responsibility of the employers."

South Wales and Monmouthshire district committee: That the word "suitable" be substituted for words "suitably qualified" in line 10

Yorkshire district committee: Delete all words after the words "technical skill" in line 13.

Education policy

21. Birmingham: That this Conference congratulates the National Executive Council on the vigorous education policy which they have pursued with a view to obtaining a "qualified

service," and now requests them to take immediate steps to ensure that equal emphasis is placed on the provision of facilities for the education of members in trade union affairs as is at present being placed on the provision of facilities for their vocational training.

Scottish district committee: Delete words "... that equal emphasis is placed on" and all words after "union affairs."

Reorganisation of local government

22. National Executive Council: That this Conference, having considered the position regarding the reorganisation of local government, endorses the view:

- (i) That any reorganisation decided upon in any area as a result of review undertaken under the Local Government Act 1958 should result in the establishment of authorities large enough and with sufficient resources to offer salaries and conditions of service sufficiently attractive to recruit the qualified staff necessary to ensure the best possible service to the public;
- (ii) that the Association should confine its efforts to the following matters of major principle affecting the status and conditions of its members as a whole: compensation, redundancy, disturbance allowances, and related matters.

South Western district committee: Delete "(i)". Delete the whole of sub-paragraph (ii).

Health service salary structure

25. Birmingham R.H.B.: That this Conference deplores the delay in providing a new salary structure for the designated officers in the health service in accordance with the recommendations of the Noel Hall Report published in September, 1957, and instructs the National Executive Council to use all possible means at the Association's disposal to secure a speedy settlement.

Southern district committee: Delete all words after "disposal to" and substitute "expedite a satisfactory settlement."

Electricity—reorganisation of the industry

27. East Midland Division—Electricity: As a result of the grave concern being experienced by members, consequent on the reorganisation of the electricity supply industry, Conference instructs the National Executive Council to seek assurances that, arising from reorganisation:

- (i) there will be no staff redundancies whatever;
- (ii) transfers within regions will be kept to a minimum;
- (iii) staff transferred, and consequently having to move their homes, shall be able to settle in homes in their new location similar to those they now have, without financial expense to themselves;
- (iv) adequate compensation will be paid to any employee unable to accept transfer; and
- (v) consultative machinery will be used fully as an aid to any reorganisation.

South Wales and Monmouthshire district committee: Delete sub-paragraph (i), and insert "There shall be no dismissals of staffs should any post be declared redundant."

Negotiating machinery

31. Colchester: That this Conference instructs the National Executive Council to examine the machinery of the N.J.C. for local authorities' staffs with a view to speeding up the submission and settlement of salary claims.

Scottish district committee: After "local authorities' staffs" add the words "and the National Joint Industrial Council for Local Authority Services (Scotland) Administrative, etc., Staffs."

Confederation of black-coated workers

34. Plymouth: That this Conference instructs the National Executive Council to explore the possibilities of forming a confederation of black-coated workers.

Scottish district committee: Add: "and to report back to the 1960 Conference the results of such explorations."

Future employment situation

36. Dorset: That this Conference instructs the National Executive Council to consider the possible effects on the employment situation in general, and the public services in particular, during the next four years, of the following factors:

- (a) the population bulge, which will greatly increase the number of school leavers by 1962;
- (b) the defence policy, involving a reduction in service personnel and civilian employees in defence establishments;
- (c) increased mechanisation and automation in some industries and services; and
- (d) any other relevant factors.

The National Executive Council to report its findings as soon as possible, in any event in time for consideration by Conference, 1960.

Southern district committee: After "services" in (c) insert: "(d) the effect of the full implementation of equal pay;" amend "(d)" to "(e)."

Superannuation

44. Tottenham: That this Conference instructs the National Executive Council to seek an amendment to the superannuation regulations to provide for the optional retirement of contributory employees upon attaining the age of 60 with less than 40 years' service, or upon completing 40 years' service.

South Wales and Monmouthshire district committee: After the word "regulations," add: "covering the Association's membership."

Review of Association Machinery

47. National Executive Council: That the report on Review of Association Machinery now submitted by the National Executive Council be approved and adopted.

North Western and North Wales district committee: Add: "subject to the addition at the end of Paragraph 21 of the sentence—'Nevertheless, to meet the needs of some branches, steps may have to be taken to amend Rule 4 of the Rules and Constitution of the Association to allow retired members to hold branch office with the consent of the Council.'"

Paragraph 21 refers to the difficulty which many branches experience in finding and retaining officers, and stresses the need to encourage younger people to take an active interest in the Association.

Yorkshire district committee: Add: "subject to the following addition to paragraph 36 and recommendation 5: In the event of this condition not being satisfied, the district committee shall have power to accept in lieu of attendance such submissions by the branch as is deemed fit."

Paragraph 36 records that a minority of branches either never send representatives to district committee meetings, or attend only one or two meetings a year, and recommends that representation at Conference should depend upon the branch having attended at least two district committee meetings in the year preceding Conference. Recommendation 5 is a summary of this paragraph.

Pre-Conference service group meetings

48. Tyne electricity: That it is the opinion of the Conference that the pre-Conference service group meetings should be continued, and that:

1. an agenda should be compiled as for the Conference; and
2. delegates should be allowed to vote on the motions which are put.

Yorkshire district committee: Delete all words after the word "continued" in line 3.

N.E.C. elections

50. Southend-on-Sea: That this Conference, recognising the increasing complexity of the work of the Association, is of opinion that it would be in the best interests of the Association for the election of the National Executive Council to take place on the basis of 50 per cent of its members retiring each year, and directs that Rule 57 of the Constitution be amended accordingly.

South Eastern district committee: Delete the words "50 per cent of" in line 6. Delete the words "each year" in line 7 and substitute the words "every other year."

Metropolitan district committee: Delete the words "50 per cent" in line 6 and substitute "a proportion"; delete all words after "and" in lines 7-9, and substitute "requests the National Executive Council to report suitable proposals to the next Conference."

Rôle of the general secretary

51. National Executive Council: That the report on the Rôle of the General Secretary submitted to the 1958 Conference, and now re-submitted to this Conference, be approved and adopted.

Eastern district committee: Delete all words after "this Conference" and substitute: "be referred back for a more constructive approach"

Continued on page 141

EDUCATION AND PUBLIC RELATIONS MEETINGS

BRANCH education secretaries, public relations officers, and magazine editors will meet separately on the Monday of Conference week, June 8, to discuss their special interests and problems. The meetings are as follows:

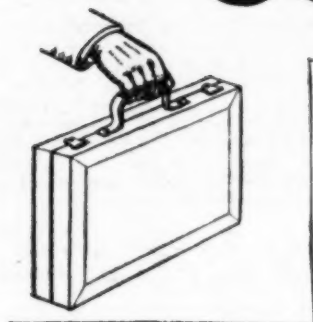
Branch magazine editors:	11 a.m.	In the Spa Ballroom
Presentation of competition awards and review by the adjudicators.		

Public relations officers:	2.30 p.m.	In the Spa Ballroom
To include a 'Brains Trust' on national, district, and branch P.R. activity.		

Education secretaries:	2.30 p.m.	In the Spa Theatre
The meeting will be addressed by H. S. MAGNAY, M.A., director of education, Liverpool.		

Branch officers with questions to put to any of these meetings, or topics they would like discussed, should send them to Headquarters.

BUDGET CONCESSIONS!



SPEND SOME



and SAVE SOME THROUGH LIFE ASSURANCE

FOR SMALL MONTHLY INSTALMENTS OF PREMIUM

A LOGOMIA ENDOWMENT ENSURES A
CAPITAL SUM FOR YOUR FUTURE, WHILE

A LOGOMIA WHOLE LIFE POLICY WILL PROVIDE
FINANCIAL SECURITY FOR YOUR FAMILY

.....
COMPLETE AND POST THIS COUPON BELOW

To: **NALGO INSURANCE DEPT., 1 YORK GATE, REGENTS PARK, LONDON, N.W.1**

Please send me, without obligation, details of **LOGOMIA ASSURANCES**
marked with a cross

NAME.....

ADDRESS

- ☐ ENDOWMENT
☐ WHOLE LIFE
☐ LIMITED PAYMENT LIFE

AGE NEXT
BIRTHDAY.....

SUM ASSURED
TO BE.....

TERM
(IF ENDOWMENT).....

PREMIUMS CEASING
50/55/60/65 (IF LIMITED
PAYMENT LIFE)

P.S. 5/59

Women members lead in competition for recruiting posters

WOMEN MEMBERS have carried off three of the five prizes awarded in the "Design a NALGO Poster" competition announced in the February *Public Service*.

The competition brought in 91 designs from 69 members, presenting the judges with a difficult task of selection among so wide a

variety, ranging from the roughest outline sketches to full-colour illustrations that would have done credit to a commercial artist.

There were many interesting ideas, though few satisfied the basic principle of good poster design—that it should be striking, attractive, of instantaneous impact, and convey its message in few words.

The prizewinners are:

FIRST—MISS CECIL M. BARTON, Lancashire, whose simple and effective design, capable of reproduction in a variety of colours, appears above.

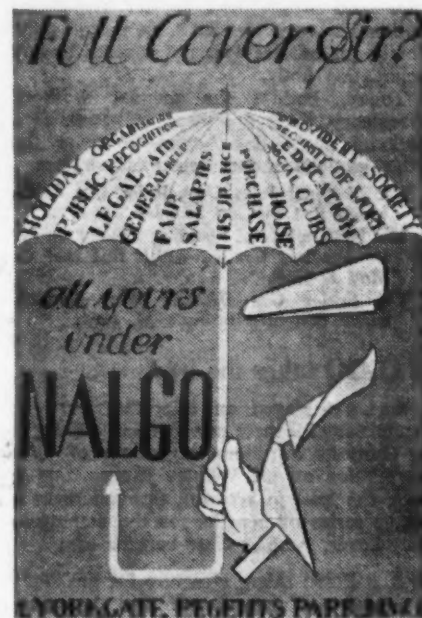
SECOND—MISS R. BROWN, Fife, who suggested, but did not draw, a poster on the slogan "You can paddle your own canoe, but you're safer in NALGO." She shares the prize with M. H. WISE, Canterbury, whose all-sheltering umbrella—another effective metaphor—is reproduced on the right.

THIRD—MISS EILEEN SLADE, Bradford, who submitted a striking modernistic design (unfortunately impossible to reproduce well in black and white) of a man's head against a background of a repeating list of NALGO



services. She shares the prize with H. J. S. SMITH, Leeds and district electricity, whose attractive and skilfully drawn girl's head is published on the left.

The national public relations committee is to consider how the best posters might be used to help recruitment.



Amendments to Conference Agenda—continued from page 139

to the future rôle of the General Secretary; the National Executive Council to circulate, in time for consideration at the next Conference, proposals of a more positive nature than appear in the White Paper, so that our Association generally may derive maximum benefit from the services of our General Secretary within the clearly defined policies of NALGO; and that the National Executive Council be requested, in preparing the new report, to ensure that its conclusions and recommendations are clearly summarised at the end of the document."

Scottish district committee: Add: "Conference recognising that the lack of clearly defined policy on matters of public importance and our anxiety to appear non-political are major factors which prevent our General Secretary from becoming a national figure in trade union circles."

Cayton Bay holiday centre

53. National Executive Council: That the report on Cayton Bay holiday centre be approved.

Yorkshire district committee: Add: "and that this Conference instructs the National Executive Council to carry out the necessary improvement to the Centre, such improvements to be spread over the next 10 to 15 years, and to arrange for the Croyde and Cayton Bay Centres to be run as a joint enterprise."

Eston supported by North-Eastern district committee: Add: "and that the authorisation to sell Cayton Bay holiday centre given to the National Executive Council at the 1958 Annual Conference be rescinded."

(This absorbs the motion by Eston branch printed as item 54 of the preliminary agenda.)

"Public Service"

57. Staffordshire: This Conference instructs the National Executive Council to continue its present policy of accepting advertisements which are competitive to the NALGO Correspondence Institute.

South Eastern district committee: Delete the word "continue" in line 1 and insert "make better use of the advertising space in 'Public Service' as a source of income for the Association whilst continuing."

B. & O. Fund

64. Huddersfield and district: That, in accordance with the Rules of the Association, the 4d. a month voluntary subscription to the Benevolent and Orphan Fund be increased to a minimum of 6d., and the life membership subscription of £3 3s. be increased to £5 5s.

West Midland district committee: Delete: "and the life membership subscription of £3 3s. be increased to £5 5s."

This may be YOUR chance to win a £2 2s. prize

IMAGINE it is pay day. Your cheque is bigger than usual, thanks to a nationally negotiated increase. It even contains a few pounds back pay. Your colleague at the next desk has had the same increase. But he is *not* a member of NALGO. What would you say to him, in up to 100 words, to persuade him to join?

A prize of £2 2s. will be paid for the best "pep talk" or letter. Results will be given in the July *Public Service*, and £1 1s. will be paid for every entry published. Entries should give your name, post, and branch, and reach the editor by June 1, 1959. The editor's decision is final.

NALGO—the trade union for gas staffs and officers

In the ten years since nationalisation, NALGO's expert skill in trade union negotiations has won much for non-manual workers in the gas industry. Today, NALGO looks forward with them and their industry to an even brighter future.

by G. W. PHILLIPS, NALGO organising officer for gas staffs

TEN YEARS AGO, when the gas industry was nationalised, only its manual workers were fully covered by one national joint negotiating body—the 30-year-old National Joint Industrial Council.

Staffs, on the other hand, were divided between two negotiating bodies. Those in municipal gas undertakings were, of course, local government officers, and had long been looked after by the local government national and provincial joint councils. Those in private undertakings were covered by a national joint council which NALGO had helped to set up as recently as 1947—when nationalisation was clearly on the way—and which had so far negotiated national salary scales for some groups only. Senior gas officers were not covered by any negotiating body.

Today, besides the manual workers' machinery, there are three well-established national negotiating bodies to cover the other sections of the industry's workers:

The National Joint Council for Gas Staffs, which first met on January 24, 1950.

The National Joint Standing Committee for Intermediate Grades, which first met on May 1, 1950.

The Senior Gas Officers' Joint Council, which first met on June 26, 1951.

NALGO takes the lead

NALGO played an important part in establishing all these new bodies. It brought to them its own long experience of joint negotiation on the Whitley pattern, and it took the lead in securing through them a whole series of benefits for the employees they cover. Among these benefits are:

★ A national salary structure for gas staffs—and nine pay rises in less than nine years.

The N.J.C.'s first comprehensive salary agreement took effect from April 1, 1950, and established four clerical scales (A to D) and 12 A.P.T. grades, ranging from £135 to £770. Today, the range is from £233 to £1,106.

These are provincial A scales. One of the 1947 national joint council's legacies to its successor is the practice of having three versions of pay scales—metropolitan, provincial A (which are the ones usually quoted), and provincial B. The latter were intended for smaller, poorer undertakings, and are £15 less

than provincial A ones. They now exist in only a few places in Wales and Scotland.

★ Better London weighting for higher staffs.

The metropolitan scales are, of course, a form of London weighting. From 1950 to 1958, they were £30 above provincial A scales throughout. Last year, the Industrial Court decided that, for employees over 21, the figure should be £35 for grades 8 and 9 (£773-£927), and £40 for grades 10 to 12 (£892-£1,106).

★ A national salaries table, twice improved, for senior gas officers.

Even after the Senior Gas Officers' Joint Council was set up—not without difficulty—negotiated pay increases had to be added to salaries that had been individually agreed and that varied widely. It was not until April 1, 1956, that a national table was brought into force, providing nine lettered "groups" ranging from £1,025 to £2,625. The present range is from £1,115 to £2,805.

★ London weighting for senior gas officers.

This was secured only last year. The weighting is £50 for groups A and B (£1,115-£1,355), £55 for groups C to E (£1,333-£1,851), and £60 for groups F to I (£1,801-£2,805).

★ A national salaries table for intermediate-grade employees, with new miscellaneous scales to ease their transfer to staff status.

When the N.J.C. was brought into being, it was not possible to get agreement on whether some employees—meter readers, for example—should be treated as staff or as manual workers. The difficulty was met by setting up the National Joint Standing Committee for Intermediate Grades, a separate, three-sided body, representing the employers, the staff side of the N.J.C., and the workers' side of the N.J.I.C. The new body established 11 grades, ranging from £280 to £525, with effect from April 1, 1950. Successive rises have brought them up to from £485 to £774.

Naturally, the unions have aimed at the eventual transfer of intermediate grade employees to staff status. There has been a steady movement in this direction, and it is likely to be speeded up by the N.J.C.'s introduction, as from November 12 last year, of new "miscellaneous scales" to cover such transfer.

★ National conditions of service covering such matters as working hours, overtime, holidays, sickness, subsistence, comparable with those in other public services.

In this connection, it may be added that new



GEORGE W. PHILLIPS, J.P., became NALGO's organising officer for gas staffs in August, 1955.

He is staff side and joint secretary of the National Joint Council for Gas Staffs, officers'

side and joint secretary of the Senior Gas Officers' Joint Council, and joint trade unions' side secretary of the National Joint Standing Committee for Intermediate Grades.

Mr. Phillips has had a long career in the public services. He entered the local government service in 1921, and joined NALGO the following year. As a member, he served the Association at every level—on his branch executive, on his district committee and its sub-committees, and finally (from 1943 to 1947) on the National Executive Council. He joined its staff in 1948, as organising officer for health staffs

gas staffs pensions schemes for staff and senior officers were approved by the Minister of (Fuel and) Power in September, 1952, with effect from May 1, 1949. The trade unions—including NALGO—were consulted before the new schemes were adopted by the Gas Council, and have since played their part in securing amendments, as well as in getting pension increases for those already retired. Intermediate grade employees are covered by the manual workers' pension scheme which came into operation on June 1 last year.

Autonomous—but not alone

To make its own contribution to these achievements and to the general success of the new negotiating bodies, NALGO has made many important changes in its own constitution and machinery. Everything has been done, and will continue to be done, to make sure that gas members in NALGO are fully in control of their own interests.

But it is not just a case of gasmen for gas staffs. In NALGO, gas staffs can settle their own business knowing that they are backed by the united strength of a massive, long-established, comprehensive trade union. The presence of N.E.C. representatives on the national gas service conditions sub-committee is a friendly reminder of this.

Equally, gas members help to shape the affairs of the Association as a whole, sending branch representatives to the district committees and to Conference, and helping to elect the National Executive Council, of which the chairman of their own national service conditions sub-committee is an *ex officio* member.

All this would be impossible without the loyalty of hundreds of members who, at branch, district, and national level, have given their time and talents to the service

(Continued after Supplement)

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

G A S



greet the future

"... a vigorous and enterprising industry at the beginning of a new stage of its development ..."

THE TIMES

HERE THEY COME!—just a few of the 136,000 workers in Britain's gas industry, a few of the first-class team that is seeing to it that we get all the gas we need to make our homes more comfortable and our factories more efficient.

That's the gas salesman hand-in-hand with MR. THERM—and you'll recognise the meter man, and possibly the home service adviser, too. Can you spot the others—the accountant, the chemist, the telephone operator, the shorthand-typist, the engineer?

Some of them we never see. But they are all serving us today, and, with their thousands of fellow-workers, they are all

building the gas industry of tomorrow—the industry that will bring cheaper and still better gas, and all that that means in cheaper and better heating, power, and goods.

The gas industry became the nation's property just ten years ago. But, as an industry, it is nearly 150 years old. Yet, despite its age, it is today as lively, experimental, and forward-looking as the youngest industry in the country. It's as flexible, and as useful, as the gas flame itself.

What is it doing and what is it planning? This leaflet sets out to tell you, briefly and clearly, and to show you why the gas industry—and all its workers—can greet the future eagerly and with confidence.

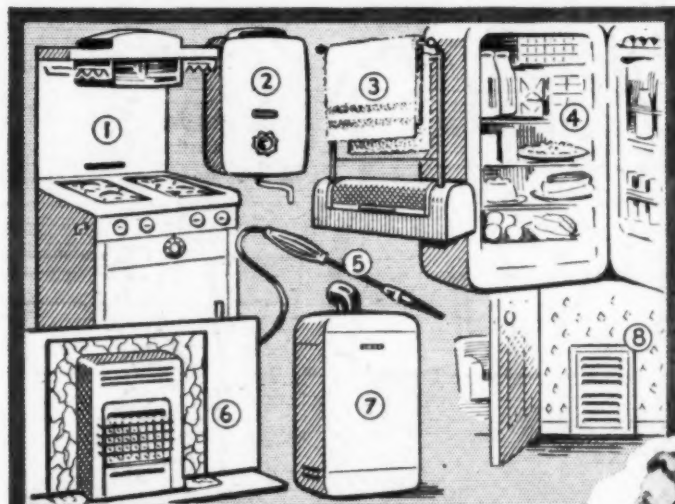
AT HOME

EVERY YEAR, more and more people use gas to cook their meals, warm their homes, heat their water, and generally to make their lives cosier and more comfortable.

Today, more than 40,000,000 people—five out of every six in the land—enjoy its benefits, in more than 12,000,000 homes.

The amount of gas they use has gone up by nearly half in the past 20 years. Not so much recently, though—because the modern gas cooker, or fire, or water heater, burns less gas to give even better service.

For example, the latest kind of gas fire burns less than half as much gas to keep a room just as warm.



1. Gas cooker with high-level grill and automatic ignition
2. Gas water heater, giving instant hot water at any time
3. Gas-heated towel rail also keeps bathroom aired and warm
4. Gas refrigerators are silent, have no moving parts
5. Gas poker, for lighting fires quickly and cheaply
6. Gas fire's convector grating circulates warm air
7. Gas-fired domestic boiler gives easier central heating
8. Gas warm-air house heating uses unobtrusive gratings

Every appliance now sold in a gas board showroom or by an authorised dealer—and that is where nineteen out of every twenty of them are sold—must bear the industry's Seal of Approval. The seal goes only to those that have passed stringent tests. The expert research workers of the Gas Council and the 12 area gas boards work hand-in-hand with the makers of gas appliances to ensure that all are safe, efficient, attractive.

They now offer the housewife comfort-level grills and ovens; burners that light automatically; a heater giving instant, endless boiling water; gas taps at hand-height instead of on the floor; special appliances for the old, the blind, the handicapped.

They offer her, too, the cheapest small refrigerator now on the market; and what a county architect has called "the cheapest form of whole-house heating I know"—one that takes gas-warmed air into any room of the house, at temperatures easily controlled.

Yes, more and more homes are using gas—thanks to the technical skill of the industry's back-room boys (and girls), the knowledge of its salesmen and showroom staffs, and the tips of its home service advisers in helping 12,000,000 housewives to make the most of all that gas has to offer.



Try this tasty "top-of-the-stove" dish on your gas grill

STUFFED BACON ROLLS



12 slices of bacon; 2 onions
4 oz. breadcrumbs
2 tablespoons chopped parsley
1 tablespoon chopped chives
Salt, pepper, pinch of nutmeg
Hot meat stock

Cut the rind off the bacon. Grate the onions, mix with the breadcrumbs, parsley, chives, and seasonings, and blend to a paste with the hot meat stock. Divide the mixture into 12 portions, and put a spoonful on to each bacon rasher; roll up loosely, and secure with a cocktail stick. Grill under a medium heat, turning frequently, until evenly cooked. Serve hot, with fried apple rings.

AT

APART FROM gas, other of our home our electric light b furniture, and scor

More than 4,000 aircraft industry, f separate parts of a furnaces. In the s production by gi needed for the s annealing. The mo gas for surface har flame—gas "flame" cuts out the use of

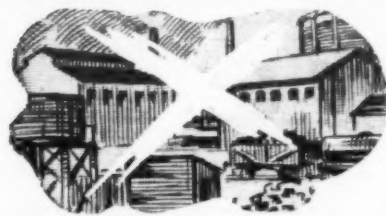
Gas is at work dustries, in catering part in making ou detergents and dry novels and newspa

Why do so man the same qualities t

Gas is cleaner th purer and our hom heat from a ton of the coal directly, it where gas-fired k previously used.

And gas is flexib works in the glass i fuel suitable for m the only one givin confined to the e

Selling gas to in gas industry's indus —and many of its manufacturer exact



WITH NEW METHODS

TO MEET TOMORROW'S demand—and today's—the gas industry has given itself an exciting new look—and not only in its bright showrooms.

Today, there are only half as many gas works as there were ten years ago—yet they are producing more gas. Why? Because production has been concentrated in fewer, larger, cheaper-to-run units.

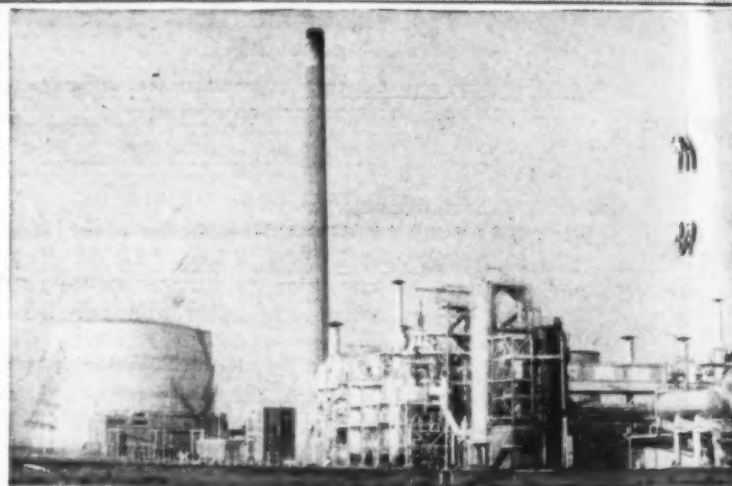
More than 16,000 miles of new mains have been laid—a big step towards the national gas grid that will take gas cheaply all over the country.

Better still, the industry's engineers and chemists and other research workers have been finding new ways to make gas—ways that dispense with the high-grade coal that gets scarcer and dearer as our mines become more mechanised.

They are building plants to make gas from the smaller, cheaper coal now so plentiful. They are making gas from oil. And they are experimenting with frozen natural gas brought across the seas by tanker.

Some of these new processes yield gas that is cleaner, safer—and that, when there is enough of it, will be cheaper.

Administrators have been streamlining, too. Costs have been cut by centralising accountancy and clerical work, and by adopting newer, faster ways of doing it. Like all their fellow-workers in the industry, the clerks and the typists are ready for the future.



MAKING GAS by new methods, this gas-from-oil plant is one of nearly 40 already at work. Oil is much cheaper than the usual high-grade coal. (South Eastern Gas Board photo)

AT WORK

FROM gas fires, cookers, and water heaters, many of our home comforts depend on gas. It helps to make electric light bulbs and radio valves, our food and our clothes, and scores of other things we use every day.

More than 4,000 industrial processes now use gas. In the motor industry, for example, no fewer than a thousand parts of a jet aeroplane engine are treated in gas. In the steel industry, gas cuts costs and speeds production by giving and holding the exact temperature needed for the simplest casting or the most complex forging. The motor car industry is one of many that use gas for surface hardening of metals by direct contact with a gas "flame-hardening" of camshafts, for instance, without the use of expensive alloys.

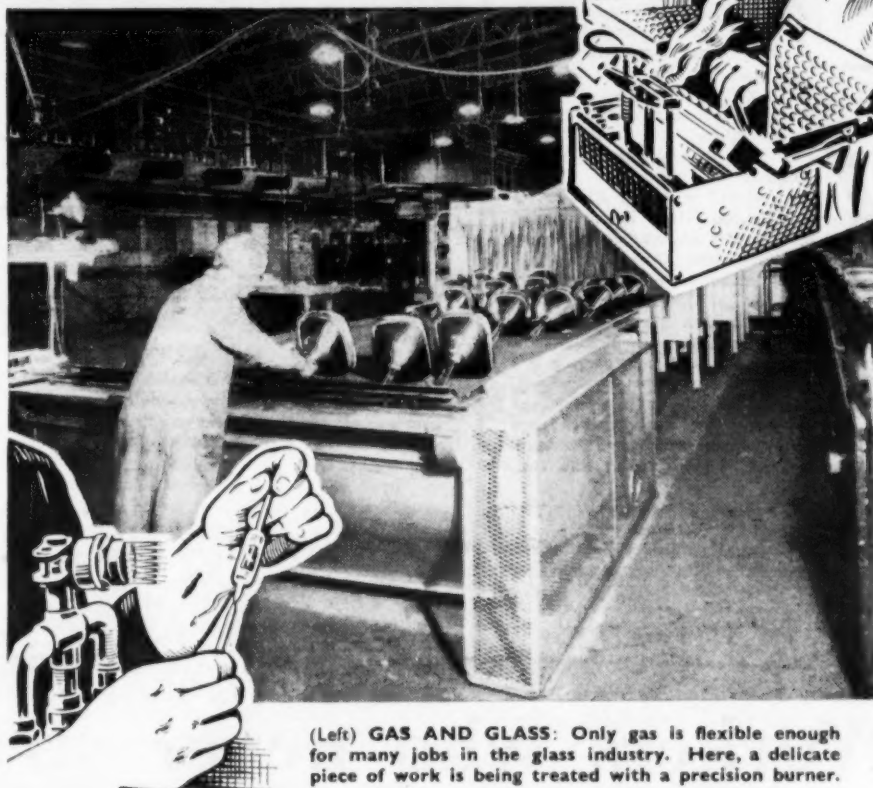
Gas is at work in the shipbuilding and engineering industries, in catering, in the jewellery trade. Gas plays a major part in making our coins and cameras and cosmetics, our medicines and dry-cleaners, our paints and polishes, our newspapers.

Why do so many manufacturers use gas? Basically, for the qualities that appeal to the housewife.

Gas is cleaner than coal—and thus helps to make our air and our homes and towns brighter. Since it gets more from a ton of coal than could be obtained by burning coal directly, it is also cheaper. Ask the pottery industry, gas-fired kilns are saving two-thirds of the coal usually used.

Gas is flexible and easy to control. Ask anyone who works in the glass industry. Gas, he will tell you, is the only fuel suitable for making and moulding glass—because it is the only one giving a clean, controllable flame that can be directed to the exact spot where the heat is needed to do the job. Using gas to industry needs special knowledge and experience. The industry's industrial sales representatives and industrial gas engineers and many of its district representatives, too—must be able to show the customer exactly why and where and how gas can be of service to

(Below) **MAKING TV TUBES:** Gas precision-flame burners are used to assemble them, and gas-heated ovens to harden them. (Right) **SAFEGUARDING HEALTH:** a gas flame is used to seal these phials of vaccine serum.



(Left) **GAS AND GLASS:** Only gas is flexible enough for many jobs in the glass industry. Here, a delicate piece of work is being treated with a precision burner.

him. Fortunately, they, too, can rely on the skill of its research workers for apparatus to meet industry's never-ceasing, ever-changing demands.

Their success speaks for itself. Today, industry burns twice as much gas as 20 years ago. Three-quarters of the increase has come about since 1945—and industrial consumption is still rising steadily.



DISTRIBUTING GAS, and linking the units making it, miles of new mains like this run underground and unseen across Britain. (North Thames Gas Board photo)



ACCOUNTING FOR GAS with the latest electronic equipment, this billing and records office will handle 10,000 bills a day. (Eastern Gas Board photo)



Mr. THERM

hero or villain?

WE'VE ALL seen MR. THERM—the endearing little character who enlivens advertisements for gas and gas appliances. But what about his namesake, the anonymous “therm”—no “Mister” and no capital T—who lurks in our gas bills and statements?

This “therm” is strictly scientific: a therm is 100,000 British Thermal Units, and a B.Th.U., as it is called for short, is the amount of heat needed to raise the temperature of one pound of water one degree Fahrenheit. A therm is roughly equivalent to 200 of the cubic feet in which our meters register our gas consumption. But, since the heating power of gas can vary, it is a much more accurate way of measuring it. When our gas bill tells us that we've used so many therms, we know that we are paying only for the actual heat we've used. A single therm, costing on average 1s. 11d., will:

- Cook eight Sunday dinners for four people;
- Provide eight hot baths;
- Run the average gas fire for eight hours;
- Give more than 60 gallons of hot water from a sink heater;
- Boil 250 pints of water; or
- Run a small refrigerator for a week.

Gas bill ups and downs

LIKE EVERYTHING else, your gas bill has probably gone up in the past ten years. The average cost per therm, for home or factory, has risen by two-thirds since 1949.

But the industry's own bill has gone up even more. The cost of the coal most gas is made from has nearly doubled. In May, 1949, it cost about £3 a ton. Now, the gas boards have to pay about £5 16s. a ton for it. Other materials used in making gas have gone up, too. So have transport charges, wages, and salaries.

So, in 1957/58, the gas industry had to meet a bill of £386,000,000. This was £175,000,000—83 per cent—more than it was in 1949.

If all these extra costs had been passed on to you proportionately, you would be paying 2d. a therm more than you are paying now—or, on average, an extra 1s. 9d. on every £1 of your bill. But, by steadily improving its efficiency

and productivity, the industry has absorbed about 10 per cent of these increases. For example, there are fewer workers than there were ten years ago—but the amount of gas available has gone up by 15 per cent. Similarly, the industry is steadily getting more gas out of every ton of coal it uses. But for that, it would have needed an extra 2½ million tons of coal last year—and, at £5 16s. a ton, that would have cost £14,500,000 more!

In these ways, the industry has kept the price of gas as low as possible—and helped to keep down the prices of the many goods gas helps to make.

As this leaflet shows, the improvements are still going on. The whole industry is making every effort to stop your bill going up again—and to bring it down at the earliest possible moment.



Workers who never strike

HAVE YOU EVER THOUGHT what it means to the workers when a local gas works closes down, when one central office replaces several local ones, or even when your meter is changed from pennies to shillings with the result that some of the meter man's visits are cut out?

When any of these things happens, a man may have to travel miles to a job that used to be just round the corner. He may have to move house and family—not to get a better job, but just to follow the one he has. He may even find himself no longer needed—“redundant”—in the industry he has served since boyhood.

Workers in the gas industry have had to face all that in the past ten years. It is part of the price paid for the streamlined efficiency needed to keep down costs and step up service.

It can be a heavy price for the workers and their families. Despite it, however, despite the vast upheaval reorganisation has meant for many thousands, the gas industry has maintained its long record of good industrial relations. It has never had a major strike among its workers.

One reason for this is that the industry believes in and operates collective bargaining. The pay and working conditions of every worker are settled by national agreements between the employers (the area gas

boards and the Gas Council) and the trade unions. Equally important, it operates a system of joint consultation between workers and employers—for example, when reorganisation is being planned.

Though there have been difficulties, the system has largely overcome them. When changes have meant reducing the number of workers, it has usually been possible to look ahead and to keep dismissals to a minimum by leaving unfilled the jobs that become vacant through normal retirements and resignations.

Where NALGO comes in

One of the trade unions that have helped to build up this system is NALGO—the National and Local Government Officers Association, which prepared this pamphlet.

NALGO is open to all employees of the nationalised gas industry except manual workers. It has several thousand members in the industry—people like those in our picture, as well as many others.

NALGO's gas members are part of the

biggest trade union of “black-coated” workers in the country—and one of the most responsible. For NALGO has well over a quarter of a million members, in local government, the national health service, new towns, water and bus companies, canals, ports, harbour boards, and the electricity supply industry, as well as in the gas industry. And, in the more than fifty years since it was founded, NALGO has never called a strike. Its constitution has no strike clause, and its members have always refused to add one: they believe that the force of argument is better than the argument of force.

NALGO believes that the interests of its members are bound up with those of the public they serve—with YOUR interests. That is why it has issued this leaflet to tell you how its members in the gas industry are helping to bring you the benefits of new methods and long experience.

NALGO believes you will agree that they are doing a good job—and that they deserve well of you, and of the industry whose future depends on their loyalty and skill.

NALGO IN GAS (continued from page 142)

of their fellow-members in the gas industry. Mention must be made at least of T. FEARNLEY, N.E.C., and R. W. ILEY, who were among the Association's first representatives on both the former and the present National Joint Councils; F. EADE, the present chairman of the national service conditions sub-committee for gas members; H. J. CLAY, former chairman of the Association's advisory panel for senior gas officers; and D. S. DAVIES, his recent successor.

The staff side secretaryships of the three negotiating bodies described have always been held by one of NALGO's professional officers, and the same is true of the appropriate secretaryships of many of the corresponding bodies set up for all these sections at area level.

On-the-spot help with appeals

Gas members have had good reason to appreciate the expert professional help "on tap" at the Association's 12 district offices. District organisation officers and their colleagues have always been on the spot to conduct the appeals made possible by the national negotiating machinery—appeals which have brought better pay and conditions to so many individual members. They have also worked untiringly to protect members from redundancy and other ill-effects of the reorganisation that has taken place in most of the area boards.

Gas staff redundancy has had publicity throughout the Association and has caused concern among NALGO members in all services. In spite of this—or perhaps because of it—the problems have been largely overcome in the great majority of the area boards affected. They have, however, shown how important it is to strengthen and make full use of the industry's provisions for joint consultation.

Gas gains are staff gains

No union is more clearly and firmly committed to the principle of joint consultation than NALGO, and no union has more right to ask to be taken fully into the industry's confidence. Whatever difficulties the past ten years have brought, NALGO has never allowed itself to be stampeded into denying one of its fundamental beliefs:

That whatever benefits the industry as a whole must also, in the long run, benefit its staffs. The reverse, of course, is also true: That whatever harms staffs will also harm the industry.

Now, as always, NALGO is ready to go forward with the industry in shaping a future that not only the industry itself, but the staffs who are so vital a part of it, can greet with confidence.

Arbitration plan goes long way to meet NALGO's need

THE Minister of Labour has kept his promise to NALGO and has introduced a new clause into the Wages Councils (Amendment) Bill—the title of which is now amended to Terms and Conditions of Employment Bill—to replace the "issues" procedure lost by the abolition of the Industrial Disputes Order.

The clause enables any "organisation of workers" which is party to an agreement or award on terms or conditions of service to report to the Minister wherever an employer fails to observe the established conditions; and enables the Minister to settle the claim by whatever means he thinks fit, including reference to the Industrial Court or back to the negotiating machine if he thinks that this has not been fully used.

It thus goes a long way to meet our need of machinery to compel employers to observe negotiated agreements.

The clause also provides that:

- (a) a claim can be reported only by an organisation represented on the Whitley Council;
- (b) no claim can be reported in respect of terms or conditions fixed by statute. (*This excludes a claim on health service salaries*);
- (c) an award of the Industrial Court will operate from a date not earlier than that on which the employer was first told of the claim.

NALGO makes three points

Before tabling the clause, the Minister invited NALGO's views. It raised three points:

1. The proposed clause would not seem to provide for a claim against a local authority which refused to implement a decision of the appeals committee of a provincial council or the National Joint Council on an individual appeal.
2. The provision governing the operative date of an Industrial Court award took no account of the fact that some time might elapse before a staff organisation learned that a local authority was not implementing a national agreement, and that it would be still later, therefore, before it could make a "claim" on the authority to do so.
3. Registration officers were outside the scope of the provisions. (*They were, similarly, outside the scope of the Industrial Disputes Order.*)

Unfortunately, the Minister was unable to meet any of these points. He suggested that the difficulty over individual appeals might be overcome through an amendment of the Charter; maintained that the principle governing the operative date of the Court's award was based on that which had governed awards under the Industrial Dis-

putes Order, which had apparently worked satisfactorily; and saw no hope of amending the general provisions to cover registration officers.

The question of individual appeals has since been raised in the executive committee of the National Joint Council, and the employers have undertaken to consider it.

The point about the operative date of the Court's award has been taken up by the County Councils' Association, which is seeking an amendment of the clause to allow the Court to back-date its award to the operative date of the appropriate Whitley agreement. NALGO has asked Mr. John Woollam, M.P., to support the amendment.

Meanwhile, the Association is also taking action to secure alternative machinery to that provided by the "disputes" clause of the Industrial Disputes Order for the settlement of differences between the staff and employers' sides of negotiating bodies. Its aim is to establish machinery for voluntary arbitration within the constitution of each Whitley Council with which it is concerned.

The present position is as follows:

In local government, the joint secretaries have been asked to recommend amendments to the National Joint Council's constitution;

In gas and electricity, the constitutions of the negotiating bodies cover the point;

The New Towns Whitley Council has approved the provision in principle, and is likely soon to amend its constitution; and In the health service, the matter is still being considered by the General Council.

PENSIONS INCREASE**Deputation to Chancellor?**

NALGO and other interested bodies on the T.U.C. local government advisory committee are seeking more information from the Chancellor of the Exchequer about the government's proposals for helping public service pensioners, forecast in the Budget speech. They have asked him to receive a deputation on the matter as soon as possible.

NALGO's representatives had told the advisory committee on January 19 that the Association proposed to seek pensions increases on cost-of-living grounds. Because of this move by NALGO, a small sub-committee was set up to consider the views of other trade unions.

Conference will have an opportunity to debate the matter at Scarborough on the N.E.C.'s motion calling for a new Pensions (Increase) Act.

PULL IT OUT

Our supplement is meant for the public. When you and your family have read it, please pass it to a neighbour or put it through a letter-box. Or, if your branch has made special plans, hand it to the appropriate branch officer

PASS IT ON

End of pay 'instalment plan' and review of scales sought

AT NALGO's request, the staff side of the Administrative and Clerical Staffs Council has asked the management side to abandon the piecemeal application of the new salary scales, and agree to their immediate payment in full.

The proposal will be discussed at the meeting of the Council on May 13.

In a letter to the management side seeking discussion of the matter, the staff side recalled that, at the Industrial Court hearing last July, the management side asked that any new scales awarded should be implemented by transitional stages because of government policy. The Industrial Court had, by its award, apparently accepted that point of view and, so long as there was no evidence of substantial immediate increases being awarded to other public servants—either inside or outside the health service—the staff side had not questioned the award.

"But," the letter continued, "the position has now altered. Quite substantial increases, back-dated to July, 1958, have been agreed for important sectors of the civil service and of local government . . . and in other Whitley Councils in the health service proposals for substantial increases for immediate application have now been put forward by the management side, giving increases of up to or above £300 per annum—this necessarily with the approval of the Minister and, inevitably, of the Treasury.

"It is quite indefensible, therefore, that, between now and 1961, the administrative and clerical staff in the National Health Service should suffer unfair discrimination, and the staff side is confident that the management side will appreciate the validity of this contention . . ."

The management side asked that the matter should be discussed at the May meeting of the Council. In agreeing to this suggestion, the staff side made it clear that it wants a satisfactory conclusion as quickly as possible.

Removal of anomalies urged

The meeting will also discuss the consequences of last month's pay agreement for local government staffs (see page 146 for brief details). The salary scales now being applied in stages to health service general grades were negotiated on the basis of fair comparison with similar staffs in other public services. All these services have since had their salary scales increased, and the Whitley Council must therefore consider the relative position of health staffs in these new circumstances.

Also at this meeting, the staff side will again urge the removal of anomalies arising out of the Industrial Court's award on assimilation to the new clerical and administrative scales. Some staff who were promoted to grades B, D, and F, before July 1, 1958, were assimilated to scales lower than they would have received had they not been so promoted. NALGO immediately made representations, through the staff side, for these obvious anomalies to be rectified, and has continued to press the point, but so far without success. At its last meeting, NALGO's national service conditions sub-committee instructed its representatives on the staff side to raise it again in the Whitley Council—hence the request to the

management side to discuss the anomalies at this month's meeting.

DESIGNATED OFFICERS

Negotiations to begin soon

MEMBERS of both sides of the A.&C. Whitley Council have now received the report of the fact-finding committee which has been investigating the salaries of designated officers, and it is hoped that negotiations (probably by way of a small joint committee) will start without delay.

It is encouraging to learn that the committee has been concerned to find a basis for negotiation which it thinks should lead to a speedy settlement.

Although it will not be possible to report the negotiations stage by stage, branches will be told as soon as any agreement is reached, if only in part settlement.

It is expected that the committee's report will be published for the general information of administrative and clerical staffs: if this is agreed, copies will be sent to all branches.

SECRETARIES AND SUPERVISORS

Scales and definitions agreed

THE PROTRACTED negotiations on salary scales for personal secretaries and supervisors of typists and machine operators appeared at one time to produce such differences between the two sides of the Council that the staff side asked the management side to refer the matter to the Industrial Court for settlement. However, the management side reconsidered its proposals, and last month's discussions resulted in agreement on salary scales and definitions. The principal terms of the agreement are as follows:

Personal secretaries (including medical secretaries): Staff, whether or not they have been described as personal secretaries, whose duties are purely copy-typing or shorthand-typing (as in paragraphs 3 and 4 of A.C. Circular 69), to be **graded as copy typists or shorthand typists.** Personal secretaries whose duties, other than typing,



"Better bring the charlady, the first-aid kit, and the swear-box!"

Public Service

shorthand-typing or simple routine clerical work, are of a level of responsibility equivalent to that of the full clerical grade—£475 x 25(5) x 30—£630. Personal secretaries whose duties, other than typing or shorthand-typing, are appropriate to the higher clerical grade—**higher clerical grade.** Officers who have been described as personal secretaries, but whose duties properly fall within the definitions of the **general administrative** or the **executive officer I or II** grades, to be so regraded.

Supervisors of typists, shorthand typists or machine operators: Supervisors responsible for the work and supervision of not more than six typists, shorthand typists, or machine operators—£475 x 25(5) x 30—£630. Supervisors responsible for more than six but fewer than 20—£550 x 25(5)—£675. Those responsible for the work and supervision of 20 or more—**higher clerical scale.** Supervisors engaged on duties appropriate to the **higher clerical grade** to be so paid. Officers who have been described as supervisors, but whose duties are within the definitions of the **general administrative** or the **executive officer I or II** grade, to be so regraded.

The grading for supervisors is normally to be determined by the number of staff supervised; but where an employing authority is satisfied that the responsibilities of a supervisor's post are equal to those of the higher grade, her post is to be graded in the higher group.

Assimilation of present staffs to the new structure is still being discussed. As soon as it has been agreed, details will be sent to branches.

STOREKEEPER CLERKS

Revised scales and assimilation

AGREEMENT has been reached on behalf of **storekeeper clerks**, whose new salary scales are: **Grade 1**—£465 x 25(4) x 10—£575; **Grade 2**—£500 x 25(4) x 10—£610; **Grade 3**—£540 x 25(4) x 10—£650; **Grade 4**—£575 x 25(4) x 10—£685.

Assimilation is on the same basis as for the general grades' agreement, as follows:

Present salary	at 1.7.58	at 1.7.59
Grade 1		
£	£	£
432	461	490
448	481 10s.	515
464	502	540
480	522 10s.	565
496	535 10s.	575
503	539	575
Grade 2		
465	495	525
481	515 10s.	550
497	536	575
513	556 10s.	600
529	569 10s.	610
535	572 10s.	610
Grade 3		
496	530 10s.	565
512	551	590
528	571 10s.	615
544	592	640
560	605	650
568	609	650
Grade 4		
529	564 10s.	600
545	585	625
561	605 10s.	650
577	626	675
593	639	685
600	642 10s.	685

On July 1, 1959, these staff will reach their proper point on the new scale and (except for those who have reached their maximum) will then continue by normal incremental stages to the maximum of their grades.

A. & C. DOCUMENTS

A.C. Circulars 71 and 72 have been issued to employing authorities, and copies have been sent to branches. These set out the salary scales and service conditions for designated officers entitled to the 3 per cent interim increase (reported in the March *Public Service*), and the new grading and salary structure for general grades above the higher clerical grade

in executive councils, the Dental Estimates Board, joint pricing committees, and the Drug Accounts Committee (Scotland).

NALGO Circular HS/617, dated March 23, refers to A.C. Circular 71, and clarifies the position of designated officers who have been receiving extra duty allowances.

PROFESSIONAL & TECHNICAL "A"

RADIOGRAPHERS' CLAIM

Referred to arbitration

THE Council has failed to agree on improved salaries for radiographers, and has referred the matter to the Industrial Court for settlement. The management side, whose proposed scales were between £70 and £100 lower at the maximum than those suggested by the staff side, said that it had made representations to the Ministry of Health but had not been given authority to improve its offer.

PROFESSIONAL & TECHNICAL "B"

DENTAL TECHNICIANS

Joint committee enquiry

THE STAFF SIDE of Committee "B" is to propose the setting up of a joint sub-committee to inquire into the question of a revaluation of dental technicians' salaries. It is envisaged

CHILDREN IN HOSPITAL —WITHOUT TEARS

THE APPREHENSION likely to be felt by very young children in hospital is allayed in the most delightful way in the Westminster Children's Hospital. Each child about to be admitted there is sent a painting book—called "Jill and Johnny in hospital"—which not only provides some amusement for the youngsters, but also gives them an authentic picture of life in a children's ward.

The book, presented by a group of voluntary workers of the Westminster Hospital, was written by a psychiatrist and drawn with an eye to detail. It was produced with the co-operation of the Central Council for Health Education, which is willing to help other hospitals to produce similar books for their young patients. Inquiries to the Central Council should be addressed to the Publications Officer, Tavistock House North, Tavistock Square, London, W.C.1.

that the joint sub-committee would conduct a detailed investigation of duties and responsibilities, and compare them with those of other technical grades both within the health service and in other fields of employment.

The staff side has studied the report on the National Joint Council Register Scheme, referred to in the March *Public Service*, and is to seek an invitation from the Joint Council to appoint a representative on its Register Committee.

DENTAL ATTENDANTS

Negotiations start now

THE JOINT examination of the work and responsibilities of dental attendants has now been completed, and negotiations for improved salaries are expected to start immediately.

Continued at foot of next column

'Protected' chief technicians 4 per cent claim rejected

THE INDUSTRIAL COURT has rejected the staff side's claim that former chief medical laboratory technicians on "protected" salaries should receive the four per cent salary increase recently agreed by the Whitley Council for other medical laboratory technicians.

The decision affects about 20 officers—former chief technicians in charge of four or more technicians, who were given a personal "protected" salary scale instead of being down-graded to senior technician II status when posts were re-defined and salaries and gradings revised in 1955. They were, in fact, given a scale which was the same as that applicable to the revised grade of chief technician I, although the definition of this grade requires an establishment of eight or more technicians.

The staff side case was put by PHILIP ROWLEY, NALGO's assistant organising officer for health staffs and staff side secretary of committee "A" of P. & T. Council "B."

He argued that, in all respects, these officers were treated the same as chief technicians I and that, so long as they held their posts, they should continue to be so treated. Their "protection" merely waived the new requirement that there must be an establishment of eight or more technicians to justify the grading of chief technician and should not, therefore, bar them from receiving general salary increases.

The management side opposed the claim on the grounds that the officers in question were receiving higher salaries than those agreed for the duties they undertook, and higher than their colleagues occupying similar posts with similar responsibilities. Although it would cost only about £700 a year to concede the claim, the management side felt that it must stand firm on the principle—consistently maintained by the management sides of all the health service Whitley Councils and upheld by the Industrial Court in the case of administrative and clerical staff—that personal protected salary scales should not be adjusted when general increases were given.

"Properly senior technicians II"

It did not agree with the staff side's contention that the "protection" clause merely waived the requirement of an establishment of eight technicians: had that been the intention, the clause would have given a personal protected grading, not a salary scale only. Should the scale for senior technicians II ever become more favourable than the "protected" officers' personal scale, there would be no reason why they should not enter it. Their posts had been graded as senior technician II under the 1955 agreement, and they would thus be entitled to the proper scale.

P.T.B. DOCUMENTS

P.T.B. Circular 101, giving details of the 3½ per cent increase to building supervisors reported in the March *Public Service*, has been issued. Copies have been sent to branches.

NURSES AND MIDWIVES

LARGE-SCALE PAY REVISION

From March 1 last

IMPROVED salary scales and training allowances have been agreed for many grades of staff covered by the Nurses and Midwives Whitley Council. Among them are matrons, deputy matrons, chief male nurses and deputies, ward sisters, staff nurses, staff midwives, pupil midwives, assistant nurses, student nurses and others in general, mental, general and mental, maternity, and fever hospitals. Board and lodging charges have also been revised.

The new scales are too numerous to publish here, but NALGO Circulars HS/611, 620 and 631 and N.M.C. Circular 79, which have been sent to branches, give full details.

Changes in overtime payments and time off in lieu to certain grades of staff in mental hospitals are explained in HS/611.

The date of operation of the new agreement is March 1, 1959, and assimilation is on the corresponding points basis.

Mental hospital staffs

A small sub-committee has now been appointed to examine further proposals for revised salaries for a number of grades in mental hospitals—in particular, the scales for assistant matrons/assistant chief male nurses, and senior assistant matrons/senior assistant chief male nurses.

National Association of Group Secretaries

S. G. HILL, superintendent of the General Hospital, Northampton, and secretary to the Northampton and district hospital management committee, has been appointed honorary secretary of the National Association of Group Secretaries in succession to E. H. HURST (Portsmouth H.M.C. group secretary) who has taken up the appointment of Director of the Teheran Teaching Hospitals in Iran.

Taking Mr. Hurst's place in Portsmouth is L. C. ROGERS, who was deputy group secretary there. Mr. Rogers was president of the Portsmouth area hospitals branch of NALGO from 1953 to 1957, and previously was for some years a member of the executive committee of the local government branch.

Ministry of Health architect to provide design ideas

THE APPOINTMENT of MR. W. L. TATTON BROWN as chief architect to the Ministry of Health, announced recently, creates a new post in the Ministry, following the decision to separate the architectural establishments of the Ministry of Health and Ministry of Housing and Local Government.

Mr. Tatton Brown, who was deputy county architect of Hertfordshire, will now be in charge of the examination of building schemes planned by hospital boards and local health authorities. He will also be responsible for a considerably expanded design unit, which is to provide up-to-date ideas and guidance on the planning and design of hospitals and other health service buildings.

SERVICE CONDITIONS REVIEW

Service conditions developments in all services are summarised below. Members will find details of those in their own service on preceding pages.

LOCAL GOVERNMENT

PAY INCREASES, ranging from £10 to £50, and a merging of the general and higher general divisions into a single scale, with a bar for unqualified staff, have been agreed for Charter grades with effect from April 1. The new scales are:

General division: £210-595 (£655 where the extended scales apply), with a bar at £465 for unqualified staff (£525 for existing staff of authorities applying the extended scales). Qualified staff begin not lower than the second point—£240.

Clerical division: I £295-670; II £670-765; III £765-855.

APT division: I £610-£765; II £765-880; III £880-1,065; IV £1,065-1,220; V £1,220-1,375.

Miscellaneous: I £425-465; II £465-525; III £525-590; IV £590-650; V £650-715; VI £715-775.

Transport inspectors: I £295-615; II £610-660; III £665-690; IV £690-710; V £710-730; foremen—I £525-530; II £565-585; III £605-625; IV £655-675; V £690-710; VI £720-740.

The N.J.C. also agreed to allow:

the £40 industrial plumage to be paid to public health inspectors in Ince-in-Makerfield, Kirkby, and Mexborough urban district councils.

Birmingham corporation to continue paying for another 12 months the additional £60 to public health inspectors employed full-time in the city abattoirs.

Staffordshire Potteries Water Board to apply the extended general and higher general division scales.

Increases for medical officers of health, ranging from 9 to 18 per cent, have been recommended by the health service Medical Whitley Council (Committee C) with effect from August 1, 1958. New commencing salaries range between £1,930-2,195 (not exceeding 75,000 population) to £3,065-3,605 (400,000-600,000 population). New scale for senior medical officers is £1,660-2,200 and for assistant medical officers—£1,150-1,640.

A 10 per cent increase for dentists employed in local authorities has been recommended by the Dental Whitley Council with effect from August 1, 1958. New scales are: dental officers £1,100-1,735; area dental officers £1,790-1,845; chief dental officers, between £1,900 and £2,230, depending on the population served.

Improved salaries for full-time clerks of valuation panels have been agreed by the Minister of Housing and Local Government with effect from August 1, 1958. The new scales are:

Class 3. £1,240-1,390; 4. £1,310-1,485; 5. £1,385-1,620; 6. £1,520-1,755; 7. £1,635-1,885; 8. £1,790-2,085.

NEW TOWNS

SALARY INCREASES, ranging from £24 to £118, have been agreed for senior officers on grades APT VIII to XIII, from October 1, 1958.

TRANSPORT

PAY INCREASES, ranging from £25 to £50 a year have been granted by the management to the salaried staff of the Potteries company.

ELECTRICITY

THE STAFF SIDE has asked the N.J.C. to revise the general clerical scale in the light of recent changes in comparable civil service salary scales and to make appropriate changes in other electricity scales. The claim will be considered by the N.J.C. on May 26.

NALGO has asked the Electricity Council to consider a number of improvements to the Electricity Supply (Staff) Superannuation Scheme, including increased widows' pensions and children's benefits, earlier retirement, and an automatic cost-of-living adjustment.

GAS

FOLLOWING the Chancellor's budget reference to public service pensioners, the staff side of the N.J.C. has asked the Gas Council for immediate increases for gas industry pensioners.

The officers' side of the Senior Gas Officers' Joint Council has decided not to press for a redundancy agreement for senior officers, since the

Readers' Forum

NEW PAY AWARD

"Departure from policy"

THE SETTLEMENT agreed to by the staff side of the local authorities' National Joint Council of April 15 appears to depart from NALGO's salaries policy, adopted by Conference in 1957 and endorsed last year. The following extract from paragraph 29 of the N.E.C.'s White Paper is worth quoting:

"The Council considered that... there should be some concentration on the position and claims of the upper half of the salary structure as a whole and, in particular, the A.P.T. division."

By accepting an award which gives increases of 5 to 6 per cent at most stages of the general division, but less than 4 per cent in the higher ranges of the A.P.T. grades, the staff side has not only failed in its objective, but has contributed to a worsening of the relationship between the two halves of the salary structure.

H. A. RICHARDS

Honorary secretary,
Winchester city branch.

This and other aspects of the agreement are discussed in the leader on page 135 of the local government edition, and will doubtless be considered at greater length at the pre-Conference meeting of local government delegates.

LIBRARIANS' GRADING

"A breach of faith"

NALGO'S REPLY to the protests of the Library Association at the new national grading for public library staffs makes sad reading, and seems hardly likely to encourage new recruits to the library profession to join the union. This was a decision affecting a complete cross-section of the public library service, involving many hundreds of branch librarians, senior assistants, reference librarians, cataloguers, and the like. The original 1951 award

area boards have undertaken to treat them on an individual basis, as in the past.

HEALTH

THE STAFF SIDE of the Administrative and Clerical Staffs Council is seeking full implementation of the new salary structure for general grades from July 1, 1958 (instead of on the "instalment plan" awarded by the Industrial Court last year) and reconsideration of salary scales in the light of increases recently agreed in other comparable services. These proposals will be considered by the Whitley Council on May 13.

The report of the fact-finding committee investigating designated officers' pay is now available.

The new scale for personal secretaries doing duties equivalent to the full clerical grade, and for supervisors responsible for not more than six typists, shorthand typists or machine operators, is £475 x 25(5) x 30—£630; Supervisors responsible for more than six but less than 20—£550 x 25(5)—£675; those responsible for more than 20—higher clerical grade. Secretaries and supervisors whose responsibilities are equivalent to those in the higher clerical, general administrative, executive I or executive II are to be so graded.

Storekeeper clerks' new salary scales are: Grade 1—£465 x 25(4) x 10—£575; Grade 2—£500 x 25(4) x 10—£610; Grade 3—£540 x 25(4) x 10—£650; Grade 4—£575 x 25(4) x 10—£685. Final assimilation date, July 1, 1959.

The difference on radiographers' salaries has been referred to the Industrial Court.

The four per cent claim for "protected" chief laboratory technicians, taken to the Industrial Court in March, was rejected.

—from which the present claim stemmed—resulted in 328 upgradings to A.P.T. III alone (according to the Library Association Record, August 1953). Most of these posts have now been assimilated back to A.P.T. I, and to suggest that this new award will result in "at least 65 upgradings" is little consolation for the large body of members holding posts which have lost ground and are back in the pre-1951 position. NALGO regards this as "a significant move forward." I would suggest that our representatives have missed (or ignored) the true significance of their action.

The excuse made for accepting the employers' offer was that, since the Library Association was prepared to accept A.P.T. II for an officer supervising a staff of five, obtaining this grading for a staff of six was as near as dammit! What has been glossed over is the fact that the Library Association, in the hope of reaching a compromise solution, had reluctantly advanced its figure from three to five staff—but that this was the absolute limit to which it was prepared to go. That NALGO, knowing this full well, and knowing that the proposed award was not acceptable to the Library Association, should have accepted the employers' offer can only be regarded as a breach of faith.

To those of us who have long been staunch supporters of NALGO, the realisation that the welfare of a few hundred librarians is of little account in a quarter of a million members comes as a bitter blow from which we shall not easily recover.

P. D. POCKLINGTON

Borough librarian,
Bebington.

BOTH NALGO's and the Library Association's statements on the negotiations and settlement have been widely circulated, and there is nothing more that can usefully be said at this stage. It is true, of course, that many librarians who were graded on APT III in 1951 (scale £450-£495) are now on APT I (£610-£765). This is the result of the two changes in the salary structure made in 1954 and 1957, which affected all similarly-graded staff in the same way, and has been recognised as the inevitable consequence of reducing the number of APT grades from eleven to five. Where librarians, as a professional group, differ from many other APT staffs is that special efforts have been made on their behalf to improve their grading. These have resulted in a slight betterment for some, and although the staff side does not regard the recent settlement as satisfactory, it can justifiably describe it as "a significant move forward."

A QUALIFIED SERVICE

Do we want it or not?

AN important section of the Charter—paragraph 28, "Appointment and Promotion"—affects all members. Yet it appears, in recent years, to have been ignored by both NALGO and the employers. Rightly or wrongly, NALGO supported its inclusion in the Charter and the principle of a qualified service, but it now adopts a neutral attitude towards its implementation, while the employers either ignore it or follow it to the letter, as they wish.

Through its education policy and correspondence institute, NALGO has actively encouraged members to study for promotion, with the result that local government has too many qualified officers for the number of higher-grade posts available. The position is aggravated by authorities appointing or

promoting unqualified staff to the detriment of qualified officers, often without protest from the NALGO branch concerned. The interests of most older officers have been adequately safeguarded by the terms of paragraph 28. If NALGO still believes in a qualified service, it should not allow employers, by means of local arrangements, to avoid carrying out the terms of a joint agreement.

L. A. STOKES

Public health department,
Croydon

NALGO still believes that a qualified local government service is best for everyone concerned. It is, in the first instance, the responsibility of branches to watch appointments and promotions and, where a local authority ignores the provisions of Paragraph 28 of the Charter, to report the circumstances to their district organisation officer.

EARLIER RETIREMENT

Teachers' example

A SCHOOLMASTER may retire from teaching at any age, so long as he has completed 30 years approved service (20 years for a married woman), and leave his contributions in the superannuation fund. His lump sum and pension become payable when he reaches the age of 60, or, if he dies before then, the contributions become repayable. How's that for an objective?

E. WALTERS

Poole, Dorset

A similar proposal is among the proposed amendments to the superannuation scheme which NALGO is shortly to discuss with the local authorities' associations

EQUAL PENSIONS

A joint solution?

E. E. SLETTER in the March *Public Service* exemplifies what many single men and women think—quite mistakenly, of course—when he protests that married men with children receive so many extra benefits from the state and its social services at the single person's expense. This argument is fallacious, for it is the present working generation which provides the money to pay the pensions of those now in retirement. The only real hope single people have of receiving a pension when they retire is that there are enough young people—working, earning, and paying taxes for their benefit. Thus, married men with families are contributing to the ultimate benefit of those not so blessed.

So get together, single ladies and gentlemen, and earnestly consider your problem, if only for self-insurance. In unison it can be resolved!

R. L. DONALDSON

Cheshire branch

PENSIONS INCREASES

Not for L.P.T.B. pensioners

I WAS pleased to read in the February journal that NALGO was to seek further increases for public service pensioners. The Chancellor of the Exchequer's recent announcement that he hoped to improve these pensions gives NALGO an opportunity to press its claims. I hope that, in doing so, it will consider the plight of officers like myself who were compulsorily transferred from local authority transport departments to the London Passenger Transport Board under the 1933 Act.

This Act allowed a transferred officer to remain within the superannuation fund of his original local authority, if he so chose, and to enjoy all its legal or customary rights and privileges. This meant that, on retirement, the regulations of his former authority would apply to him as though he had retired from the authority at that date.

I retired from the London Transport Execu-

tive in 1953, and, having elected to remain within my old authority's scheme, received my pension from the council. But when the 1956 Pensions (Increase) Act took effect, I found I was entitled to an increase based only on my years of service with the authority up to the time of my transfer. My twenty years with the L.P.T.B. could not be taken into account without ministerial authority, although I had paid full contributions to the superannuation fund for the whole of that period.

I hope that NALGO will be able to take some steps to redress this injustice.

W. GUSSIN

202 Grange Road,
Ilford, Essex.

When the Pensions (Increase) Act, 1956, was before the House of Lords, Lord Burden, on NALGO's behalf, sought the inclusion of these retired officers within its scope, but he was told that the government would take no action unless asked to do so by the London Transport Executive. The

British Transport Commission has not yet sought to increase the pensions of its former employees and, until it does, NALGO can make no further progress on these retired members' behalf. It will, of course, take this new opportunity to press their claim again.

CAYTON BAY

"Leave to judgment of delegates"

MY BRANCH does not agree with everything contained in the statement issued by the National Executive Council about Cayton Bay, and intends to challenge it at Conference. May we, therefore, ask all branches not to instruct delegates how they must vote on this issue, but leave it to their judgment after hearing the arguments on both sides and, if they feel inclined to do so, visiting the centre?

J. MOORE

Honorary secretary,
Eston branch.

all the answers about

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Come to NALGO's schools at Oxford and Cambridge for Practical help in day-to-day work

LAST YEAR, NALGO summer school students overflowed the boundaries of Trinity Hall, Cambridge, into a neighbouring college. The record number attending the school must have carried good reports to their friends and colleagues, for requests for places at this year's Oxford and Cambridge schools are already pouring in. Indeed, owing to the interesting programmes which are developing, the education officer doubts whether, even with two schools, he will be able to fit in everyone who wants to come—so members are advised to send in their applications early.

The Oxford course, to be held at Balliol College from August 12-19, is primarily intended for those who have administrative responsibilities or, having a professional or technical qualification, hope to obtain an administrative post. Under the general title "Working together," current problems in the management and administration of the public services will be discussed.

"The rôle of the administrator" will be considered by SIR NOEL P. HALL, Principal of the Administrative Staff College. SIR G. SCHUSTER, chairman of Oxford Regional Hospital Board and author of the recent Acton Society Trust report on creative leadership in the hospital service, will discuss "Leadership in the public services." "Problems of internal financial control" will be considered by L. E. HOLMES, treasurer, Orpington urban

district council; and R. W. REVANS, professor of industrial administration at Manchester College of Science and Technology, will lead a discussion on the "Application of work study to the public services."

Other topics will include "Management and the specialist," "Principles of departmental organisation," "Purchasing as an aspect of management," and "Education and staff training." There will be discussion periods after the lectures, and group study of matters of common interest, including committee work, organisation and methods, and report writing.

The programme for the Cambridge school, to be held from September 17-24, will be on similar lines to that of recent years. Some of the professional organisations are helping to arrange study groups which will enable members to consider the current problems of their particular service and methods closely related to their day-to-day work. Here are some examples of the programmes:

HOUSING:

Principles of management; housing finance and accounts; rehousing — slum clearance and overspill; maintenance and repairs; social aspects; and housing forum.

FINANCE:

Functions of the chief finance officer; organising the department; relations with government departments; capital finance; reorganisation; internal financial control.

SUPPLIES:

Economic basis of purchasing; significance of price; what is a contract?; purchasing policies; stores control; purchasing and management.

EDUCATION:

Structure of the service; secondary education; further education; ancillary services; developments and priorities; practical problems.

Other groups will study education, public health, rating, child care, registration, and social welfare. There will also be an introductory course for students starting their studies for the Intermediate examination of the Diploma in Municipal Administration.

NALGO scholarships

Both the Oxford and Cambridge courses are intended to be of practical help to members in their everyday work, whatever their position. They should not hesitate, therefore, to apply to their employing authorities for financial assistance to attend. Last year, no fewer than 90 members from 59 different authorities received assistance towards the cost of attending the Cambridge school.

NALGO is offering twelve scholarships—six for each school—to the value of the full fee of £15, and six scholarships worth up to 75 per cent of the fee for the Intermediate D.M.A. course at Cambridge. The closing date for applications for scholarships is May 30. The education officer will send fuller details about the scholarships and the school programmes to any member who writes to him at 1 York Gate, Regents Park, London, N.W.1.

NCI NEWS • NCI NEWS • NCI NEWS • NCI NEWS

We quote from a civil servant's letter published in the Spring edition of NCI News

"Correspondence tuition is for me a hitherto unencountered facet of trade union activity, and for this reason I have read your explanatory leaflets with great interest. I must say that I have always tended to regard with suspicion and perhaps distrust the claims and promises of commercial correspondence organisations, and I found it a novel experience to be able to take at face value the statements made by NCI, knowing that they were backed by the integrity of a responsible trade union. Your fees are a shade higher than some, but, as you are a non-profit making concern, I am confident that I can accept that this is reflected in the quality of your tuition. Certainly the results you quote would appear to bear out this assumption."

G. W., LANCS

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How different from us!—those "Other NALGOs"

HOW DULL must seem the real NALGO to those readers who accepted our invitation to suggest other meanings for its initials! Their invention—fortunately far-fetched, or nastily near-the-mark—makes an anthropologist's nightmare of gregarious gallimaufry.

Each letter, it seems, could shelter enough quirks of human nature to people a prize-winning play or keep a Sunday newspaper going throughout the silly season. We had nudists and nihilists; alcoholics, agitators, aunts, and Arabs; lags and leers; gazers, gangsters, grumblers, and ghouls; oddities and obstructionists.

Societies ranged from the "Nubile Arabs' Last Grab Oasis" (Fees: 1,001 nights—1 sultana, with reduced tariffs for caliphs) conjured up by PETER HOGGETT (St. Marylebone) to the "Nuclear Advancement League for General Obliteration" (Annual membership fee, £40,000,000) deprecated by R. W. GUY (Middlesex county).

It's magic!

PHILIPPA NOWILL (Rotherham), led a brilliant field to win first prize of a guinea for an entry that combines fantasy with fidelity to its great original:

NECROMANCERS' ALLIANCE AND LADIES' GUILD OF OCCULTISTS

A trade union for all practitioners of the black arts, with 251,682 members organised in branch covens. There is an elected Supernatural Executive Council.

NALGO has achieved many striking transformations in operating conditions. It is at present negotiating for:

- i. Improved nomenclature—warlocks to be peace-locks, mediums to be first-raters;
- ii. Periods of invisibility to reckon as contributory service for pension purposes;
- iii. Double-double time on the witches' sabbath.

Education projects include the promotion of charm schools, spelling bees, and sorcerers' apprenticeship schemes.

Members support a Malevolent and Changelings Fund.

Eyes crossed!

Prizes of half-a-guinea each go to these four entries (slightly shortened):

NATIONAL ASSOCIATION OF LOOKERS, GAZERS, AND OBSERVERS

Recently formed for the benefit of those who enjoy watching people dig holes in the road. **Membership:** Open to anyone (except those who dig holes in the road). **Qualifications:** Ability to stand, without flinching, one foot away from a pneumatic drill and the foreman's remarks. **Meetings:** At all times when other people are working. **Badge:** Crossed eyes, rampant, upon a section of scaffolding. **Equipment:** Comfortable shoes, shooting stick (if desired). **Song:** "Don't knock the rock!"

MISS B. MANGAN (Derby gas)

NOTHING ACCOMPLISHED LANGUISHERS GO-SLOW ORGANISATION

Only applications from persons too indolent to write considered. Highly-polished backsliders automatically accepted. Rambles for wandering minds, couch cricket for eyelash-batters, and flights of fancy, are not likely to be arranged. Members can make use of rest camps to be found in any lassitude or loungitude. **Aims:** None. **Equipment:** Yawners' jawproppers and Don't-do-it-yourself kits. **Motto:** "He who rises last lies longest." **Subscription:** Any unearned income. A membership card

This month's competition

ETHICAL-METRICAL

set by

STANLEY A. HOLLAND (Birmingham)

PRIZES TOTALLING three guineas (to be awarded at the editor's discretion) are offered for the best extracts (limit, eight lines) from imaginary poetical versions of the NALGO code of "Ethics for the Officer." This, for the information of members without a NALGO diary, is as follows:

"The first duty of an officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer. For that conduct public service is entitled to demand the highest standard."

"The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives."

"From this it follows that the officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty."

"He is not to subordinate his duty to his private interests, or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed."

"He should be courteous to all with whom his duties bring him in contact."

"The public expects from the officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that that expectation is fulfilled."

Entries, giving name, address, and branch, must reach Public Service, 1 York Gate, Regents Park, London, W.1, by June 1. The editor's decision is final.

need not be expected, as both secretary and treasurer (sleeping partners) are highly qualified. **Sweating prohibited.**

MRS. E. S. WELCH (Durham R.D.C.)

NITWITS AND LOCAL GOONS' ORGANISATION

Offices, at corners of Henry and Minn Streets, consist of two dirty basement rooms, where local Goons meet every time the moon appears to be made of green cheese. **Subscription:** A cardboard replica of an X-ray of a cup-final ticket for 1908. **Topics for next meeting:** "Why did the chicken cross the road?"

and "Are our grandfathers descended from long, tall Chinamen?" **Motto:** "Long live Moriarty and Money!" **Song:** "I'm walking backwards to Ying Tong." **Badge:** Life-size photograph of a carbon copy of Eccles and Bluebottle in cub uniform.

MAVIS AXON and BARBARA CLAPHAM
(North Western Electricity Board)

NATIONAL ALLIANCE OF LAZY GARDEN OWNERS

Protective society for enthusiastic non-working garden owners. **Membership:** "Ordinary" (with small, unkempt gardens) and "Par excellence" (with large areas of tangled undergrowth). **Equipment:** Large empty greenhouse for aimless pottering and meetings of NALGO. **Meetings:** Any time members would otherwise have to be gardening. **Qualifications:** Ability to discuss, learnedly and incessantly, the faults of all entries in all flower and vegetable shows. **Subscriptions:** Price of one round at each meeting. **Important note:** Members discovered growing plants which cannot be classified as weeds will be instantly expelled.

MISS E. P. KELLY (Glasgow gas)

They don't dig!

Honourable mentions (also shortened):

NATURAL AVERSION TO LOUD GUITARISTS ORGANISATION

Aim: To get a square deal for "squares." **Activities:** Breaking records. **Meetings:** Never anywhere "cool." **Members** must prove themselves as tough as Steele, as Wilde as heather. Ability to dig not essential. Must be prepared to instigate 78 revolutions per minute. **Motto:** Nil carborundum! ("Don't let the rock grind you down!")

ANDREW A. ERSKINE (Lanarkshire)

NOVEL AMALGAMATION OF LADIES AND GENTLEMEN'S OUTFITTERS

For equality between the sexes and economy in dress. **Products:** Bowler berets, beau ties, belle bottoms, spliced skirts, bikini blouses, camishirts; fancy folding farthingales, knickerbocker glories, trapeze trunks, sack slacks, etc. **Badge:** Scissors sinister and rampant over buttoned bras gules with sock suspenders sable.

W. E. LISLE BENTHAM (Lewisham)

Some competitors based their societies on the preoccupations of the real NALGO. OLIVE COATES (Romford hospitals), for example, suggested a "Non-Associating Lot of Grumbling Optimists," with membership restricted to non-members of NALGO and with the motto: "Why join? We get the rises anyway."

Most, however, chose to spread the net wider. STANLEY A. HOLLAND (Birmingham) exposed the "Nether Ambleswick Litter and Garbage Organisers," who offer an annual prize for the largest item deposited at a beauty spot (won in 1958 with a derelict grand piano). J. GIBBON (also Birmingham) suggested a "Nicked Again League of Gutter Oilers," with bumper-to-bumper rallies each market day.

Topsy-turvy

Finally, G. M. RUSSELL (East Lothian) described a body whose members "believe that no gnus is good gnus, but that things may seem less bad if a worm's eye view is obtained by standing on one's head. They hold an annual jamboree at a seaside resort and, after a ceremonial feast of pie in the sky, all repair to the beach to practise standing on their heads, but succeed only in burying them in the sand." Naturally, a group so completely the opposite of the real NALGO had to convey this in its title: OGLAN—"Ostriches and Gnus' League of Ambivalent Nolition."

MY BOOKSHELF

by LAURENCE WELSH

ESSEX VERSUS THE SEA

Archivist tells magnificent story of combined operations in the 1953 flood disaster, and gives a warning for the future

THROUGHOUT the centuries, whenever men have asserted that our sea defences were impregnable and been proved wrong, they have maintained that the waters rose higher than ever before. So it was in 1953, when the last great floods burst over East Anglia, destroying lives and homes and ruining land. And now that flood, like its predecessors, has passed into history. Have we learned anything from it? One thing, at least: that the sea will not be tamed, and that worse may yet happen.

So says MISS HILDA GRIEVE in her monumental record of *The Great Tide*, produced by Essex County Council (30s.). Miss Grieve, who is a senior assistant archivist in the Essex Record Office, tells a magnificent story of combined operations by the police, local authorities, utility services, and armed forces who, along with thousands of un-named volunteers, joined hands to warn, rescue, comfort, and succour victims, and to repair damage. She omits nothing; here is at once a comprehensive account of the course of events, a commentary on causes and remedies, and a tribute to those who met the disaster.

Could it have been prevented? Indeed it could. If mankind were more willing to

surrender present pleasures in order to insure against future risks, the defences could have been made invulnerable. Has this been done, even now? A high-powered committee, headed by Lord Waverley, has reported on the floods. It recommended closer unity between the authorities; better scientific investigation of the risks; and more money for preventive measures. But it worked on the 1953 levels as "the maximum against which protection can reasonably be afforded." It cost £5½ millions to make good the damage. If one were sure that enough had been done, that might seem a modest sum.

Odd—but not absurd

A BOOK for connoisseurs of political thought and of lucid and witty English is C. H. Sisson's *The Spirit of British Administration* (Faber, 21s.).

Mr. Sisson, himself a civil servant of distinction, has been about the world and seen other systems. He finds the British "odd but not necessarily absurd." He deals with the top layer only—the 2,500 administrators who take major decisions and advise ministers on policy. He advocates the British practice of choosing them from the ablest

university students, and not requiring them to have made a specialised study of governmental subjects: training them in the practical arts of administration; encouraging them to apply their minds to the essence of whatever business comes up; and leaving them to draw on the services of experts and to unify their activities.

All the time, Mr. Sisson emphasises, the civil servant is the servant of his minister, whose position in parliament must not be jeopardised. That means that the civil servant's actions, for which the minister is responsible, must be such as will win parliamentary support. Mr. Sisson has many revealing and often entertaining things to say about the way this is done, and he makes a strong case for his view that the British form of public life gets a good deal nearer the heart of democracy than continental techniques which, on the surface, seem more efficient.

Tips for Conference?

EFFECTIVE PUBLIC speaking is largely a matter of common sense, but it is possible to learn some of the rules by reading books. Despite its odd title, *Briefing and Conference Techniques*, by GLENN N. LONEY (McGraw-Hill, 31s.) contains much that can be helpful. Delegates to a NALGO conference can learn from it not to overload their speeches with detail or to talk too long, and always to remember their aim—to win the sympathy of their hearers. They can best do so by quickly getting to the point and quickly disposing of it!

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FEBRUARY'S PRETTIEST NEW MEMBER



MEET ELIZABETH ALLSOPP, judged the prettiest girl to join NALGO in February, and winner of the £2 2s. prize in our monthly competition.

Elizabeth, who is 19, is a machine operator in the accounts section of S.E. Division Headquarters of the Central Electricity Generating Board at Kingston-on-Thames, and a member of S.E. Division Electricity branch.

She was closely rivalled in the judges' marking by BARBARA TAYLOR (below), 18-year-old shorthand-typist at Huddersfield county borough council, and NORMA BAILEY of Blackpool branch, who is a wages clerk at Blackpool and Fylde hospital management committee.

The results of the March competition will be published in the June *Public Service*.

MR. M. R. JAIN, assistant cataloguer at Walthamstow central library, has been chosen as the best-looking man recruit to enter the February competition, and he also receives a prize of £2 2s. His photograph will be published, with that of the March winner, next month.



Without comment

"Your beauty competitions are degrading to local government officers and could make NALGO the laughing stock of the trade union world."—Branch letter to *Public Service*.

"The latest example of new-style trade union recruiting methods will be seen in London on Friday when the National Union of Bank Employees are staging a demonstration on women's aids to beauty."

"Does a girl really have to be told about the different shades of lipstick before she can be interested in equal pay? . . . The N.U.B.E. have found that the answer is generally 'yes' . . ."

"In Birmingham more than 1,000 women bank workers attended a fashion parade, a demonstration of aids to beauty, and a display of new hair styles . . . The branch chalked up a 14 per cent increase in women's membership, compared with a mere 3 per cent rise in the national figure."—*The Times*, April 15.

SCOTTISH NOTES

Perth gas branch retains the B. & O. fund trophy

FOR THE second year running, Perth and district gas branch has won the Mary Forsyth Trophy for the highest contribution per head to the Benevolent and Orphan Fund. The branch, which has about 80 members, contributed no less than 14s. 3d. per head last year, establishing a clear lead over the runners-up—Port Glasgow (10s. 11.1d. per head) and Aberdeen gas (10s. 5.2d.). Receiving the Trophy on behalf of the branch from WILLIAM J. IRONS, chairman of the district B. & O. Fund sub-committee, at a meeting of the district committee on April 11, A. LANGLANDS said that every member of his branch contributed to the Fund; they all appreciated its good work and paid their contributions gladly.

The other two branches were awarded certificates of merit. In congratulating all the winning branches, Mr. Irons also paid tribute to Glasgow branch, which last year contributed the magnificent sum of £1,119 to the Fund.

PROBATION OFFICERS

Arbitration case lost

I AM SORRY to report that the claim submitted to arbitration on behalf of senior probation officers in Scotland for parity with their counterparts in England and Wales was not upheld by the Tribunal.

This was one of five disputes recently settled at arbitration, and at the district committee meeting the chairman, D. GALBRAITH, complimented JOHN ROBSON and his staff on their handling of this unprecedented spate of cases.

PRESIDENT IN SCOTLAND

Five-day tour this month

A. E. NORTROP, President of the Association, will tour Scotland from May 25 to 29. His itinerary will include visits to Ayr, East Kilbride, Glasgow, the Border Counties, and Angus.

P.R. CONFERENCE

Group discussions

FIFTY-TWO branch delegates attended the second district public relations conference in Perth on March 21. Also present were MISS HILDA MONAGHAN, chairman of the district P.R. Committee; D. GALBRAITH, chairman of the district committee; H.

Scottish gas branches lead in recruitment drive

WINNER of the £2 2s. prize in our February competition for the branch recruiting the highest percentage of new members during the month was DUNDEE GAS (Scotland) which increased its membership by 50 per cent—from 30 to 45—and the first runner-up was another Scottish gas branch, ABERDEEN GAS, which added 7 to its former membership of 32, an increase of 21.9 per cent.

Their success reflects the grand effort now being made in Scotland to bring home to non-unionists among gas staffs the benefits of NALGO membership. The drive is so far estimated to have reduced the proportion of unorganised gas staffs by more than half.

by JACK LAURIE

MCKECHNIE, honorary treasurer; and myself.

ALEC SPOOR, national P.R.O. and editor of *Public Service*, was the guest speaker. His talk was in five parts—what public relations means; why it is important to NALGO; what branches can do; how district committees can help; and what Headquarters is doing. Afterwards, the delegates divided into three groups, each to discuss in detail one of the last three aspects of the talk. When they re-assembled, Mr. Spoor commented on the findings of each group, saying which ideas were practicable and which—for various reasons which he gave—were not.

As time was short, I confined my own remarks to two appeals: that all branches should consider publishing a magazine; and that branches should send me news of local happenings so that, through these notes, I can pass on the information and help to stimulate interest in NALGO affairs in Scotland.

A fuller report of the Conference is being sent to all Scottish branches.

NO. 5 AREA SCHOOL

President as guest speaker

THE PRESIDENT of the Association was among the speakers who addressed a weekend school on trade unionism, arranged by No. 5 area co-ordinating committee at Dunbar on March 13-15. Mr. Nortrop spoke on "Whitley Machinery in NALGO." Other speakers were W. L. NICHOLSON, deputy city chamberlain, Edinburgh; and W. E. LLOYD and JOHN A. MACK of Glasgow University.

The school opened with an inaugural dinner attended by several distinguished guests and officers of the district committee. On Saturday afternoon, the students went as guests of the East Lothian county council on a bus tour of the district, which included a visit to a water pumping station and filtration plant; and in the evening there was a highly successful dance. All agreed that the school was most instructive and enjoyable.

TRANSPORT STAFFS

Two claims submitted

A CLAIM for higher pay for night shift foremen (engineer) is being submitted by the staff side of the engineering supervisory staffs committee. On behalf of clerical and clerical supervisory staffs, application has been made for:

a five-day week or alternate Saturday morning leave;
higher pay for working on Saturday afternoon and Sunday; and
higher pay for night duty.

OBITUARY

IT IS with great sorrow that I report the death of JAMES THOMSON, Lanark County, convener and secretary of the district sports sub-committee. Jimmy joined NALGO in 1924, and had served his branch as president, vice-president, and—since 1957—as branch secretary. He was a popular and unassuming member of the district committee, where his presence will be greatly missed.

PR winner romping home!

'COVER THE COUNTRY' campaign
brings record response from branches

THE public relations campaign to cover the country with branch and district activity has proved a winner. Never before has NALGO been able to show such a splendid record of local P.R. enterprise and achievement. With only a month to go to Conference and the end of the campaign, branches have put on a brilliant spurt to qualify for a place on the map.

Here is a list of the latest successes (the numbers relate to those shown on the right-hand map):

Completed projects

* indicates that the NALGO local government exhibition was used.

1. *Alfreton*—talks for local organisations.
2. *Carshalton*—“study-tour” of council establishments for senior school children.
3. *Chadderton*—“Local Government is Our Business” display at local library.
4. *Chatham**—“Welcome to Citizenship,” in collaboration with the mayor.
5. *Dewsbury*—town forum, and more than thirty talks to local organisations.
6. *Eastleigh**—“Welcome to Citizenship,” in collaboration with the council.
7. *Glamorgan*—talks for local organisations; press articles on the work of county council being planned.
8. *Gloucestershire*—talks for local organisations.
9. *Halifax*—citizenship course for young people, in co-operation with youth organiser.
10. *Harrogate**—civic exhibition during town's 75th Charter celebrations.
11. *Hendon*—speakers' panel.
12. *Leatherhead**—library display.
13. *Leeds**—display at youth employment offices.
14. *Long Eaton*—talks for local organisations.
15. *Lowestoft**—display at Rotary club careers exhibition.
16. *Ramsgate**—library display.

A CASE FOR 'THE TONIC'

NALGO's PRESIDENT, A. E. NORTROP, wrote stop-press news a few weeks ago—when, in his own hand, he added a message of congratulations to the 2,132nd edition of *Islingtonic*, the famous wall-newspaper that appears daily in Islington's staff canteen.

The occasion was the presentation to the branch of a handsome illuminated display case for the newspaper—a gift from the National Executive Council to mark the achievement, on September 3 last year, of 2,000 editions without a break.

The President was accompanied by L. G. LAMBE, NEC (chairman of NALGO's public relations committee) and W. C. ANDERSON (the Association's general secretary). In presenting the case, he recalled past editors of the newspaper, ALAN BADMAN, LESLIE ROBERTS, ERIC SHARP, the late GEORGE KIMMIS, and the present editor, GEORGE BORRETT, and paid tribute to the branch for its enthusiasm in keeping *Islingtonic* flowing.

The branch president, R. W. SMITH, said that, at first, members had been surprised to find the newspaper coming out every day—but, now, they would be surprised if it missed a day.

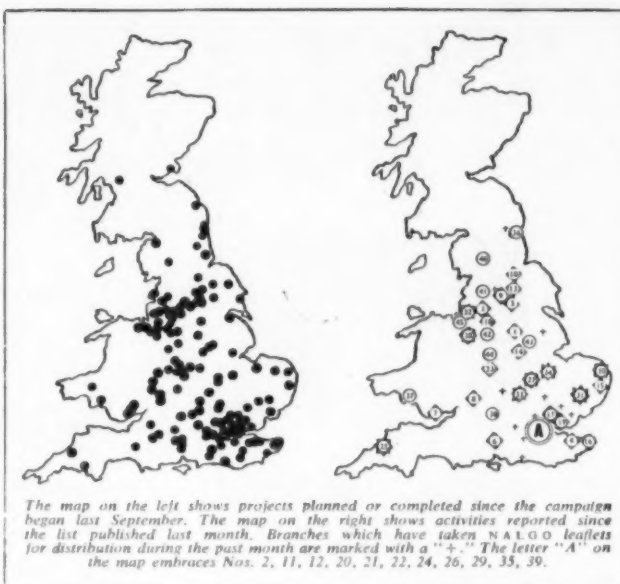
17. *Romford**—filmshow for mayor's conference of representatives of local organisations; NALGO exhibition in town hall foyer planned for June.
18. *Stockport**—NALGO exhibition to celebrate branch golden jubilee.
19. *Thurrock*—inter-schools civics quiz.
20. *Uxbridge**—“Welcome to Citizenship,” in collaboration with the mayor.
21. *Walthamstow**—library display.
22. *Willesden**—“Welcome to Citizenship,” in collaboration with the mayor.
23. *Wolverhampton*—speakers' panel; 20 talks arranged since January.

Projects planned—using NALGO's new exhibition panels

24. *Brentford & Chiswick*—exhibition during council's civic week.
25. *Camelford (East Cornwall)*—exhibition at council offices.
26. *Chislehurst & Sidcup*—library display.
27. *Corby*—display at careers exhibition.
28. *Crewe*—exhibition.
29. *East Surrey Group of branches*—finals of second inter-schools civics quiz at Reigate.
30. *Great Yarmouth*—collaborating with council in celebrating 750th Charter anniversary.
31. *Ipswich*—display in trustee savings bank window.
32. *Liverpool*—tent exhibition and filmshow at Liverpool Show.
33. *Northants and Northampton*—exhibition.
34. *Peterborough*—display at local trades exhibition.
35. *Stoke Newington*—display at local “field-day.”
36. *Sunderland*—library display.
37. *Swansea*—collaborating with council in celebrating 25th anniversary of the Guildhall.
38. *Swindon*—library display.

Other projects planned

39. *Coulsdon & Purley*—third in series of foyer displays in council offices.
40. *Kendal*—exhibition to be arranged at invitation of the council, *Westmorland* collaborating.



The map on the left shows projects planned or completed since the campaign began last September. The map on the right shows activities reported since the last published list month. Branches which have taken NALGO leaflets for distribution during the past month are marked with a “+.” The letter “A” on the map embraces Nos. 2, 11, 12, 20, 21, 22, 24, 26, 29, 33, 39.

41. *Lancashire*—county-wide programme of amateur dramatic performances entitled “Your Business and Ours.” Pilot presentation at Accrington on July 1.
 42. *Macclesfield*—film, with council backing; collaborating in “Welcome to Citizenship” scheme and 1961 Charter celebrations.
 43. *Nottinghamshire*—booklet, “Where the Money Goes!” describing county council services.
 44. *Staffordshire*—collaborating with council in sponsoring schools civics essay competition, allocating £20 for prizes.
 45. *Wallasey*—collaborating with council in organising borough's golden jubilee celebrations next year.
- A weekend school of public relations was held by the North Western and North Wales district committee at Blackpool from April 18-19; and a working party for branch PROs in the South Eastern district was held at Worthing from April 24-25.

Leaflet distribution

Twenty branches, listed here, have taken 14,400 copies of the NALGO leaflet—“Local Government and You”—for distribution to the public since the April list was published:

Accrington, Bedfordshire, Berkshire, Chigwell, Gateshead, Guildford, Lindsey County, Liverpool, Leatherhead, Leeds, Manchester, Rochford, S.W. Herts, Stockport, Sussex County Gas, Swansea, Uxbridge, Warwickshire, Witham, and Worthing.

In addition, a further 23,900 copies have been distributed by branches previously mentioned in *Public Service* bringing the total issued to 138,600.

SINGING SINKS SELL HYGIENE SHOW

IT'S ENOUGH to make anyone sit up and take notice when the kitchen sink starts singing! But that is just what did happen at Bournemouth recently when the health department arranged a food hygiene display in the Open Culinaire and Catering Trades Exhibition. Highlight of the council's stand was the “talking kitchen”—a model kitchen with a difference. Each piece of equipment had a face—and a voice! A refrigerator burst into a calypso praising its own virtues; and a cooker sang, to the melody of “I'm only a strolling vagabond”:

“I'm only a cooker for making good food,

So don't use me for storage, my dear—”

A refuse bin eulogised itself to the tune of

“A Wandering Minstrel,” and “easiclean” surfaces had a snappy number to the tune of “Sugar in the morning”:

“Don't scrub it in the morning
Or scrub it in the evening
Or scrub it in working time.
See my lovely surface
Is shining all the time.”

The “show” was organised by the deputy chief public health inspector, JACK RANDALL, assisted by STANLEY PAYNE and JOHN MORTIMER, also public health inspectors. Credit for the initial idea, though, must go to the Ministry of Health—to MORLEY PARRY of the food hygiene section.

IF YOU NEED LEGAL AID

This is what you should do

EVERY year, NALGO helps about 1,000 members to solve legal problems connected with their conditions of service or arising out of their jobs. These may concern superannuation, compensation for loss of office or salary, damages in cases of accident, libel and slander, industrial injuries, income tax, war service pensions, pensions increase, and criminal offences.

If you ever need legal help, NALGO will come to your aid if—

- (i) The matter arises out of your job (this includes road accidents and the like whilst travelling on duty, or to or from your place of work);
- (ii) your branch supports your claim for legal aid;
- (iii) the National Executive Council is consulted first—i.e. before you instruct a local solicitor—and approves your case.

This procedure is not so much needless 'red tape.' It exists to ensure the speediest and most efficient handling of each case, and the wisest spending of the Association's money.

If you need urgent advice, telephone your branch secretary, district officer, or Headquarters first to find out what to do.

HEADQUARTERS ANNOUNCEMENTS

BRANCH MAGAZINES

Competition results

The results of NALGO's annual branch magazine competition are (marks out of a possible 385):

PRINTED MAGAZINES

1. THE GUILDSMAN, Birmingham (276 marks)—editor P. MAGILL.
2. CAMERA PRINCIPIS, Coventry (272 marks)—editor JOHN A. YATES.

DUPLICATED MAGAZINES

1. FORUM, West Sussex (330 marks)—editor K. WHALE.
2. GAZETTE, Wandsworth (315 marks)—editor A. E. GORING.

Best new magazine: THE DEBEN VIEW, Deben and Woodbridge (218 marks)—editor A. O. BRITT.

The "Croydon Trophy" goes to NEWS-REEL, the magazine of the Surrey County branch, edited by P. A. EDWARDS. This trophy is awarded to the magazine with the best five-year record among those which have not won an award in the competition during that period.

CONVALESCENT HOMES

Mid-week admission

TO ENABLE members to take advantage of the reduced fares available for mid-week travel on the railway, the admission day for NALGO's two convalescent homes—Knole Lodge, Bournemouth, and Cyprus Lodge, Lytham St. Annes—has been changed from Monday to Tuesday. The new arrangement starts on May 5.

HOLIDAY CENTRES

Still time to book

THERE are a few vacancies at the NALGO holidays centres at Cayton Bay (near Scarborough) and Croyde Bay (N. Devon) during the following weeks:

CAYTON: Weeks beginning May 23, 30; June 6, 13, 20†, 27; July 4, 18; August 29; September 5, 12*, 19*.

CROYDE: Weeks beginning May 23†, September 12, 19*.

† During the weeks beginning June 20 at Cayton and May 23 at Croyde, vacancies are for adults only.

* Fees are specially reduced for the last two weeks at Cayton and the last week at Croyde.

OBITUARY

WE RECORD with regret the deaths of the following members:

F. M. GREGORY, eastern district labour relations officer, Electricity Council, previously with Luton undertaking.

JOSEPH GROODY, rating officer, Lanchester rural district council, and a former branch treasurer.

ARTHUR KILNER, former surveyor of Rutland County. A founder member of the branch, he had been president, secretary, and treasurer.

D. R. ROWBOTHAM, assistant housing manager, Stourport-on-Severn.

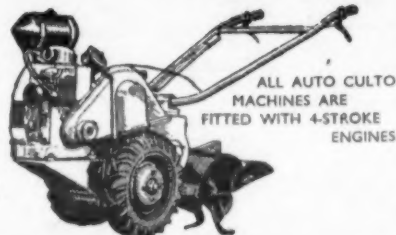
A. E. ROWLEY, president, founder member, and former secretary, Goole branch.

H. G. WOOD, borough librarian, Bilston, previously at Manchester, Norwich, and Birmingham.

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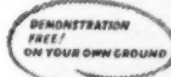
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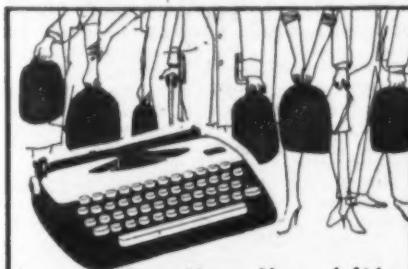
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At Random

by 'AUTOLYCUS'

Crisis

A distraught housewife dashed into the electricity showroom. "Could I just borrow a few volts?" she asked. "I'm cooking my husband's dinner and the fuse has gone."

Civic cynic

If everyone with nothing to say said nothing, committee meetings would be over in half the time.

Juggernaut

A newspaper correspondent's suggestion that Hyde Park should be turned into a car park

roused much interest. Said one l.g.o.: "If this kind of thing spreads, our Parks and Open Spaces Committee will have to be re-named the Parking Spaces Committee."

Faux pas

"The council will have an extended session in a final drivet to clear current business."

As others see us

"As soon as one heard the hospital staff worrying about expenditure and costs in the B.B.C. television play 'No Deadly Medicine' last night, the somewhat cynical reflection passed through one's mind: this cannot be a British hospital."—Daily Telegraph.

Bare facts

Inquiry reported from New York Public Library: "I am planning to go to a fancy dress ball dressed as Lady Godiva. What did she wear?"

Odd ad

"Wanted—up-to-date gas cooker suitable for bachelor girl with enamelled sides."—Yorkshire paper.

In passing

Strange that a speech in the council chamber can pass from a councillor's notes to a reporter's pad without passing through the mind of either.

Safety first

"The best way to drive is to think that the chap in front of you is a perfect fool."—Cardiff magistrate.

Overheard

Lady in cinema foyer: "I do love funny films about hospitals. That one had me in stitches."

Memo man

"The chief doesn't believe in writing a lot of rubbish. He has it all typed."

Lucky Jim

"I spent nearly two years teaching mathematics at the old Grammar School at Burnley. Then fortune smiled on me."—Lord Woolton.

Serial story

"Yes, I did read your meter yesterday, madam, but I've forgotten how it ended."

Time lag

"Hampstead Conservative Association's new headquarters will be about 200 years away from the new Hampstead civic hall project."—Conservative Central Office bulletin.

Litter law

"What we need to sweep the country now is the idea that the country needs a good sweep."

Slogan

"Another little think wouldn't do us any harm" is safer than "one for the road."—Sunday Post

Prize crossword for members

Compiled by R. B. MAWBY (Middlesex Executive Council branch)

WE AGAIN offer two prizes of one guinea each to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, not later than May 20.

Write your name, address, and branch on the coupon in capitals and send it with your entry in a sealed envelope marked "Crossword No. 9" (3d. stamp). Members only should enter (one entry only, please!); and winners' names will be published next month.

No. 9

Name

Address

Branch

ACROSS

- 1 Ready for anything—including the marines! (5)
- 4 Should affairs between L.G.O.s be so described? (9)
- 9 Developed a true change in the doctor (7)
- 10 Roused at tea-time? (7)
- 11 His charges are stubborn (8)
- 12 Such teeth may be human, oddly enough (6)
- 14 The sort of tide we get in a fine April (4)
- 15 Convention to which most branches subscribe at least once a year (10)
- 19 A stirring transposition? (10)
- 21 Sour appearance of a police department (4)
- 24 Advances made by many branches (6)
- 25 Respected in borough and county—and realm, maybe (8)
- 28 Is birth necessary for nationality? (7)
- 29 Capable of strain (7)
- 30 Meals served ages after a snack (9)
- 31 The first city, from the sound of it! (5)

DOWN

- 1 Weapons made by a master-man (9)
- 2 Dancing girl specialising in the waltz—upside down? (7)
- 3 Lower the animal in the river (6)
- 4 Insect, abnormally small, tail-less (5)

- 5 One feature of an albino servant (4)
- 6 Courtesy once associated with round table conferences? (8)
- 7 He could easily be a sniper (7)
- 8 Place—where a drive may start (5)
- 13 Creatures of the left side (4)
- 16 Man-eating monster (4)
- 17 The tail annoys and imperils (9)
- 18 Odiously superior (8)
- 20 Humble or considered, it's just a thought (7)
- 22 Gather facts together (7)
- 23 Aromatic plant (6)
- 24 Put a bachelor in a French lake somehow and there's sure to be a plot! (5)
- 26 Water lily (5)
- 27 State that starts and ends with love (4)

PRIZEWINNERS: Guinea prizes for the first two correct solutions opened for CROSSWORD No. 7 go to MISS M. S. WILLIAMS (Cardigan-shire) and C. W. BROCKWAY (East Somerset); and for CROSSWORD No. 8 to C. J. MEARS (Port of London Authority) and B. H. SHORTER (Manchester).

SOLUTION No. 7: ACROSS: 1. Deposit, 5. Numbers, 9. Electric railway, 10. Spied, 11. Ear, 12. Syria, 13. Drought, 15. Printed, 17. Unequal, 19. Monkeys, 21. Ditch, 23. Gun, 24. Obese, 25. Transformations, 26. Dryness, 27. Matador. DOWN: 1. Dressed, 2. Plenipotentiary, 3. Sated, 4. Trident, 5. Nortrop, 6. Maims, 7. Edward the Second, 8. Skyward, 14. Gnu, 16. Inn, 17. Undated, 18. Legions, 19. Minimum, 20. Spenser, 22. Haste, 24. Octet.

SOLUTION No. 8: ACROSS: 1. General meeting, 9. Arrived, 10. Endemic, 11. Prevalent, 12. Nadir, 13. Ibis, 14. Preserve, 18. Generous, 19. Aver, 22. Rabid, 24. Semicolon, 25. Niagara, 26. Sterile, 27. Advertisements. DOWN: 1. Grappling-irons, 2. Norwegian, 3. Reveal, 4. Ladder, 5. Electors, 6. Tidiness, 7. Nomad, 8. Scarlet runners, 15. Revulsion, 16. Graduate, 17. Pursuant, 20. Amuses, 21. Scream, 23. Braid.

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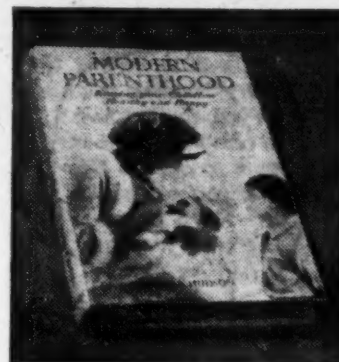
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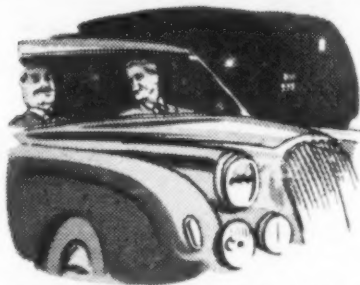
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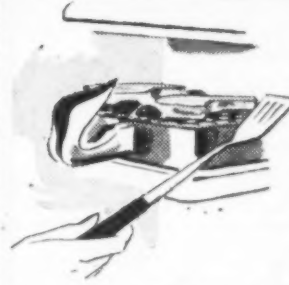


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